ALL HANDS

APRIL 1969

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THE BUREAU OF NAVAL PERSONNEL CAREER PUBLICATION

APRIL 1969 Nav-Pers-O NUMBER 627

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• AT LEFT: MORNING MEETING—Sixth Fleet carrier USS Forrestal (CVA 59) is silhouetted by the early morning light on the Mediterranean as she was photographed from the deck of USS Little Rock (CLG 4).

• FRONT COVER: FLAG SALUTE—A 50 state flag team participates in graduation ceremonies for a recruit class at Orlando, Florida, Training Center. — Photo by Journalist 1st Class Tom Walton.

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This magazine is intended for 10 readers. All should see it as soon as possible. PASS THIS COPY ALONG

Photo above: Boatswain's Mate 2nd Class Ralph Burroughs; Far right: LT Phil Thomas; Right: Boatswain's Mate 2nd Class Henry Ward.

Today's Navyman -

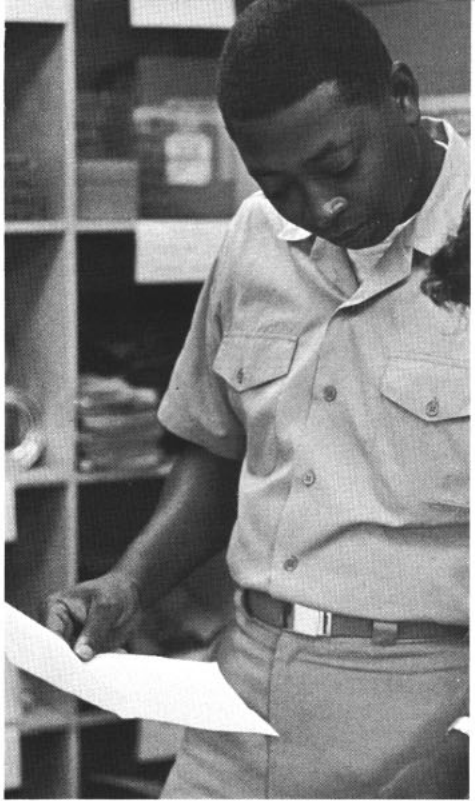
THE HUMAN FACE has been described by one poet as "an open book." Consider then, the interesting reading contained in the 750,000 open books of the men in the U. S. Navy who man some 3000 ships and shore installations throughout the world.

When trying to isolate the average face in the Fleet and look through the pages of his special bound volume you will find that each contains a different story. There are no averages that will give a profile of the modern Navyman, because each is an individual with special qualifications, motivations and aspirations. That each Navyman is an individual is the only reliable generalization which can be drawn from the mountain of statistics which can be found on our man in the Fleet.

What you may get by adding up statistics on each Navyman and then dividing by 750,000, is an idea of what you may find when meeting the Navyman face-to-face.

For instance, if you add all the ages of men in the Fleet and divide by 750,000, you come up with an average age of 25. Try this in your own division to see how you compare to the Fleet average. A little more mathematical labor will tell you that he will probably be unmarried, have a high school education and will have been in the Navy for less than two years.

IF YOU TURN through the pages in the Navyman's book, you will discover that he has a 25 per cent chance of being a native of either California, New York, Pennsylvania or Texas. There are about 185,000 Navymen now on active duty from these areas. Navy recruiting is based on population, so your chance of meeting an urban dweller from one



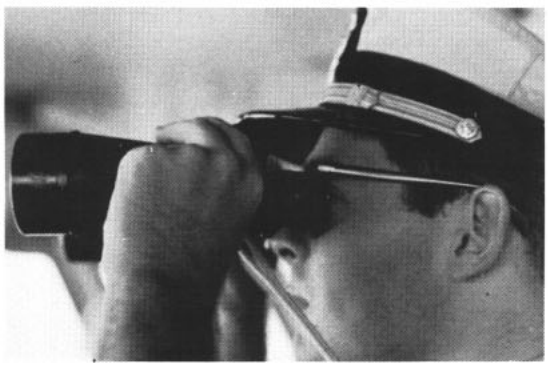


Photo far left: LTJG Leon Clark; Above left: Seaman Gerry Matney; Above: Airman Dennis Boren; Left: Ensign John Bennett.

Who and Why?

of these highly populated states is quite good. This is the reason why there are more men in the Navy from urban areas rather than rural ones.

Only one-third of enlisted Navymen are married, but your chances of meeting a bachelor in the Fleet decrease with each raise in pay grade. For instance, less than half of all 2nd class petty officers are unmarried. A complete breakdown of pay grades and corresponding percentage who are married is:

Pay grade	Married
E-1	4.1%
E-2	7.1%
E-3	16.4%
E-4	27.9%
E-5	55.0%
E-6	85.1%
E-7	91.7%
E-8	94.4%
E-9	94.9%

MEN ENLISTING in the Navy must meet certain standards of physical conformity and physical achievement. The Navyman entering the Fleet today ranges from 60 to 78 inches in height with minimum weights of 100 to 153 pounds respectively. Desired weight, as set forth by the Navy, varies with age, height and body conformity.

To provide for continuing physical fitness, the Navyman is required to pass a minimum physical achievement test four times a year. Records are kept of each individual's performance in four categories which include tests of arm and shoulder strength, a test of body strength, a measurement of leg power, and a test of the individual's endurance.

Failure to attain minimum requirements in any category constitutes an unsatisfactory performance for the entire test. Navymen who fail this test are required to participate in a physical conditioning program provided for in Bureau of Naval Personnel Instruction 6100.2B.

The result of the physical tests, physical requirements and conditioning programs is a man in the Fleet who is healthy and able to perform his important job.

VARIOUS SURVEYS conducted by the Naval Personnel Research Laboratory located in Washington, D.C., give an indication of opinions of a representative cross-section of Navymen. Partial results of two of these studies are explained below.

In 1967 a survey taken at recruiting stations by Harold Dupuy and Robert Deimel entitled "Navy Recruitment Survey" determined the personal reasons for a man enlisting in the Navy. The results give an in-

". . . he remains an individual"

dication of the Navyman's character and the forces which motivate him in his Navy career. The most important item listed by those surveyed was the opportunity which the Navy affords for technical training and education. This survey result is reinforced by the large number of men who seek training in Navy schools. The second reason given most often was a desire to travel and the opportunity to fulfill that desire as a Navyman. The third personal reason given was the desire to serve his country. Ranking fourth was the opportunity to fulfill his military obligation at a time of his own choosing through various programs offered by the Navy.

Younger Navymen responding to another survey, "Summarization of Procurement, Recruitment and Retention" taken by D. B. Churchman, indicated they decided to join the Navy during or after high school. But Navymen with several years of service indicated they made the decision earlier. The same circumstances held true in officer categories where those with few years of service decided on the Navy while in college or after graduation while senior officers decided earlier.

THE MAN YOU MEET in the Fleet enlisted for training, and he probably got more than he expected. Your chances of meeting an "A" school graduate are 60 percent. In 1968 some 131,000 Navymen attended A, B or C school for specialized training in their job classification. In 1969 this figure will jump to about 147,000, so your chances of meeting a graduate of this training program will rise.

Navymen also receive training in the Fleet. Training commands on the East Coast (TRALANT) and West Coast (TRAPAC) accomplish this continuing task. There were 234,490 students receiving Fleet training in 1968 in such fields as antisubmarine warfare, nuclear weapons and in missile weapons systems. This year the training commands will accommodate about 235,000 students.

A third type called functional training will include about 36,000 students in 1969, bringing the total number of Navymen receiving Navy training this year to some 420,000.

The results of a survey conducted by Susan Ware of the Personnel Research Laboratory, entitled "Navy Education Survey, 1967, Report of Findings," demonstrated a trend to-

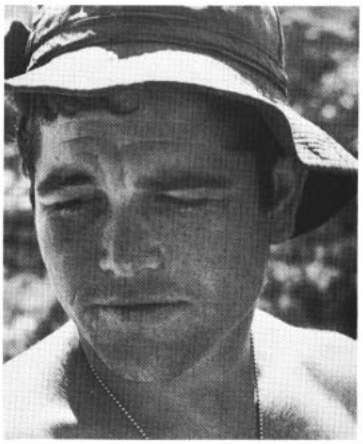
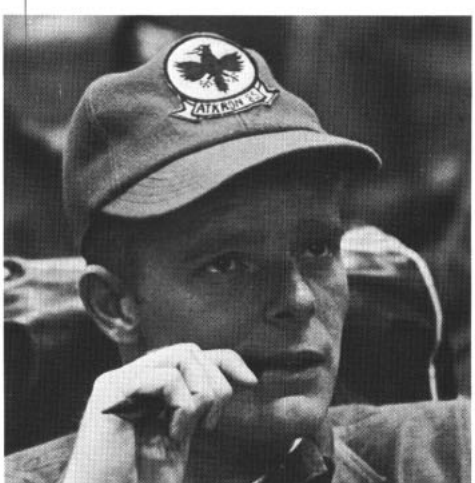
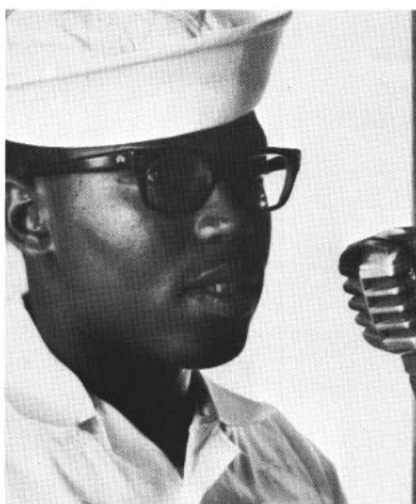
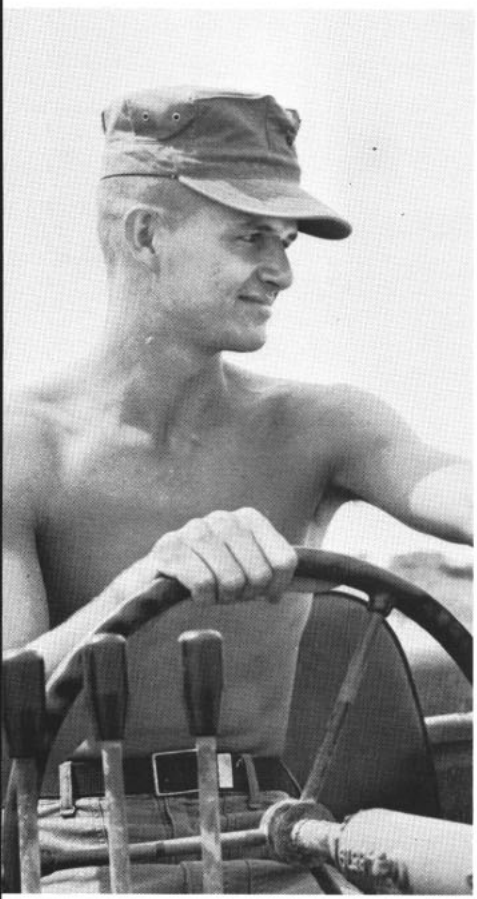
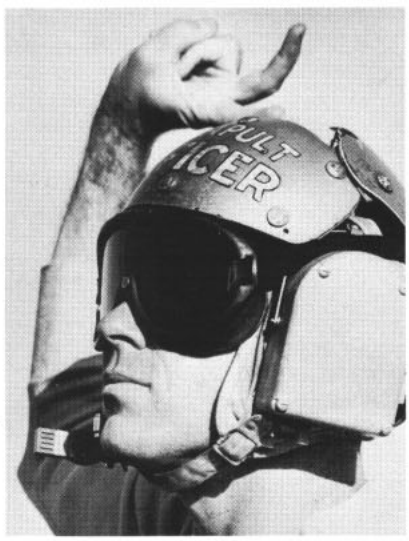


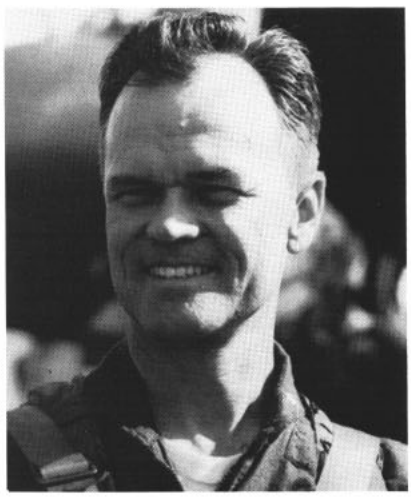
Photo clockwise from above: (1) USS Valley Forge crewman Douglas Zuhse; (2) MR2 Charles Lewis; (3) RD3 Harold Giffey; (4) Seaman Lloyd Brumfield; (5) ATKRON 85 pilot aboard USS Kitty Hawk.

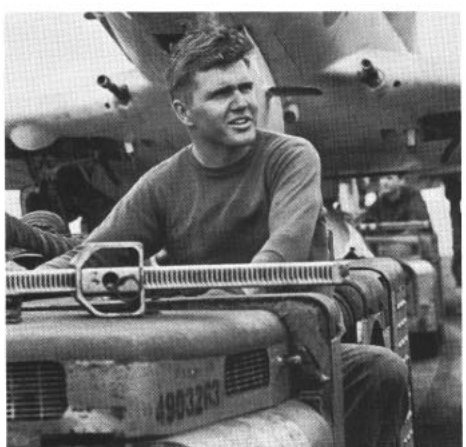












Photos clockwise from above: (1) EO3 Don Wade; (2) Catapult officer aboard USS Hancock; (3) CDR William Jett II; (4) Flight deck crewman aboard USS Coral Sea; (5) Seaman Patrick Burnight.

ward an increasingly higher level of education among officers and enlisted men from recruitment until discharge or retirement. This trend is continuing. More than one-third of all officers and enlisted men surveyed were found to have participated in one or more voluntary educational assistance programs.

TO FEED THE NAVYMAN'S hunger for knowledge, the Navy has become educationally oriented with 58 A schools alone. Technical and specialized training at the A school level offers the young civilian more educational and vocational opportunity than is to be found in any other service. This educational opportunity may be one reason why the average Navyman has an Armed Forces Qualification Test score two full points above his counterparts in other branches of the service.

The average officer candidate has graduated in the upper third of his college class. Last spring the highest number of applications on record for Navy Officer Candidate School was reached. This application rate is continuing, and only seven out of every 100 applicants are selected for Navy OCS. The qualifying test for OCS has been increased from a 45 cutting score of five years ago to the present cutting score of 55. The average score of an OCS selectee is 59.

About 80 per cent of the 10,000 Navy recruits enlisted each month have an AFQT score of 49 or above, enabling them to fulfill educational requirements required at an A school. An AFQT score of 49 to 65 qualifies a recruit for such schooling. About 60 per cent of all recruits fall into an educational standard which qualifies them for a guaranteed school at recruiting level.

NOT ONLY are 87 per cent of the Navymen enlisted each month high school graduates, but many have some college background. Those with two years or equivalent of college can usually qualify for E-3 pay grade on enlistment.

The modern Navyman has increas-

". . . he enlisted for training"

ed performance capabilities because of his education and training. His individuality is exemplified by the fact that in order to categorize him in a job classification, the Navy uses 67 career fields, such as Electronic Technician, Electrician's Mate and Radarman. These career fields are fed by seven general apprenticeships and 12 occupational groups.

Versatility of the modern man in the Fleet can be illustrated by isolating the some 500 separate jobs which are required on a FRAM 1 destroyer. A certain skill is required for each job, and there are only about 260 men on that type ship. It's not hard to surmise that some Navymen have to wear two, three and sometimes more hats in the performance of duty. To provide such qualified manpower for ships in the Fleet, the Navy's sophisticated training and education program continues throughout a man's career to keep him abreast of modernization of equipment and techniques.

That is, in a nutshell, a look at the man behind the face in the Fleet. He is trained and capable of doing the technical jobs required in today's Navy. He is one of 750,000 faces in the Fleet, but he remains an individual.

—Larry R. Henry,
Journalist 2nd Class, USN.

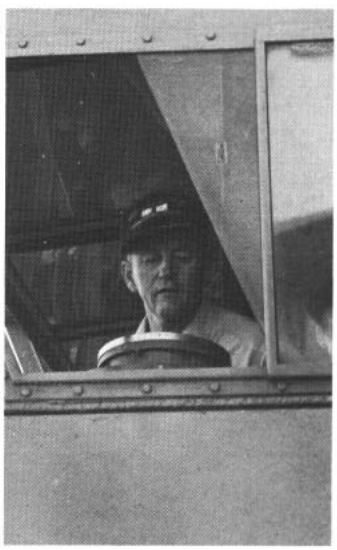


Photo far left: Attack Squadron 195 crewman and pilot; Left: CAPT George Cassell; Above: USS Lexington crewman and Prairie View A&M midshipman; Top photo: Crewman aboard USS Oklahoma City.

TRAINING PLUS COURAGE

Moves Mountains

THE HARBOR at Chu Lai, Vietnam, is in constant use by LSTs riding low in the water with their heavy cargo.

Of great danger to these ships are coral reefs, some of which have high peaks hidden just below the water's surface.

Explosive Ordnance Disposal Team 32 was called upon to level one of these dangerous peaks.

The three-man team set out from the Support Activity boat ramp, making a last-minute check of their equipment as they went.

When they arrived on the site, two of the EODmen made a test dive to survey the job they had ahead of them.

The reef peaked at such a height that it left only a one-foot clearance for passing LSTs.

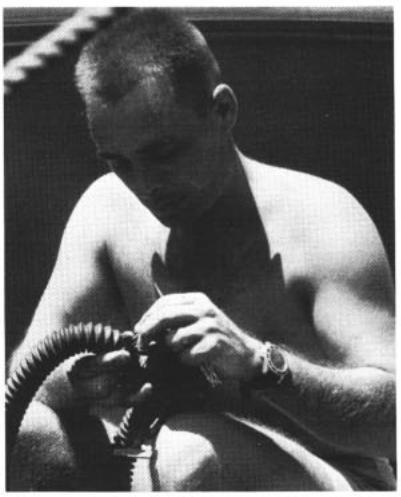
The explosive charges were made ready. The divers wrapped a quick-burning fuse around 125 pounds of explosives and took the charge to the bottom. They planted the explosives, and covered them with sandbags.

With the charges set, the two men swam to the surface and climbed into the boat. They were ready to start the detonation fuse.

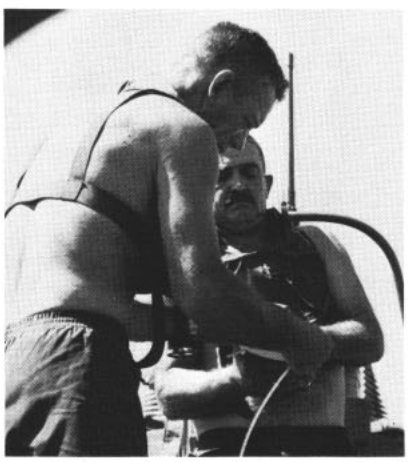
With a "pop" the fuse was started. The boat sped away to a safe distance of 300 yards. Forty seconds later, the explosion sent a 25-foot geyser into the air. The charges had done their work.

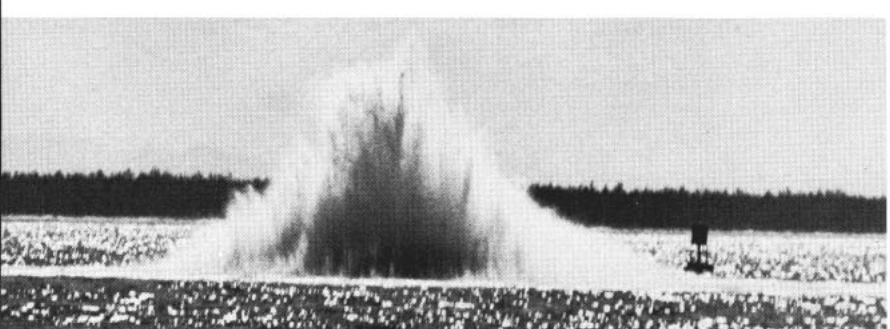
Going back for a last look, the divers found that they had planted the explosives perfectly. The potential hazard was nothing but flattened rubble at the bottom of the harbor.

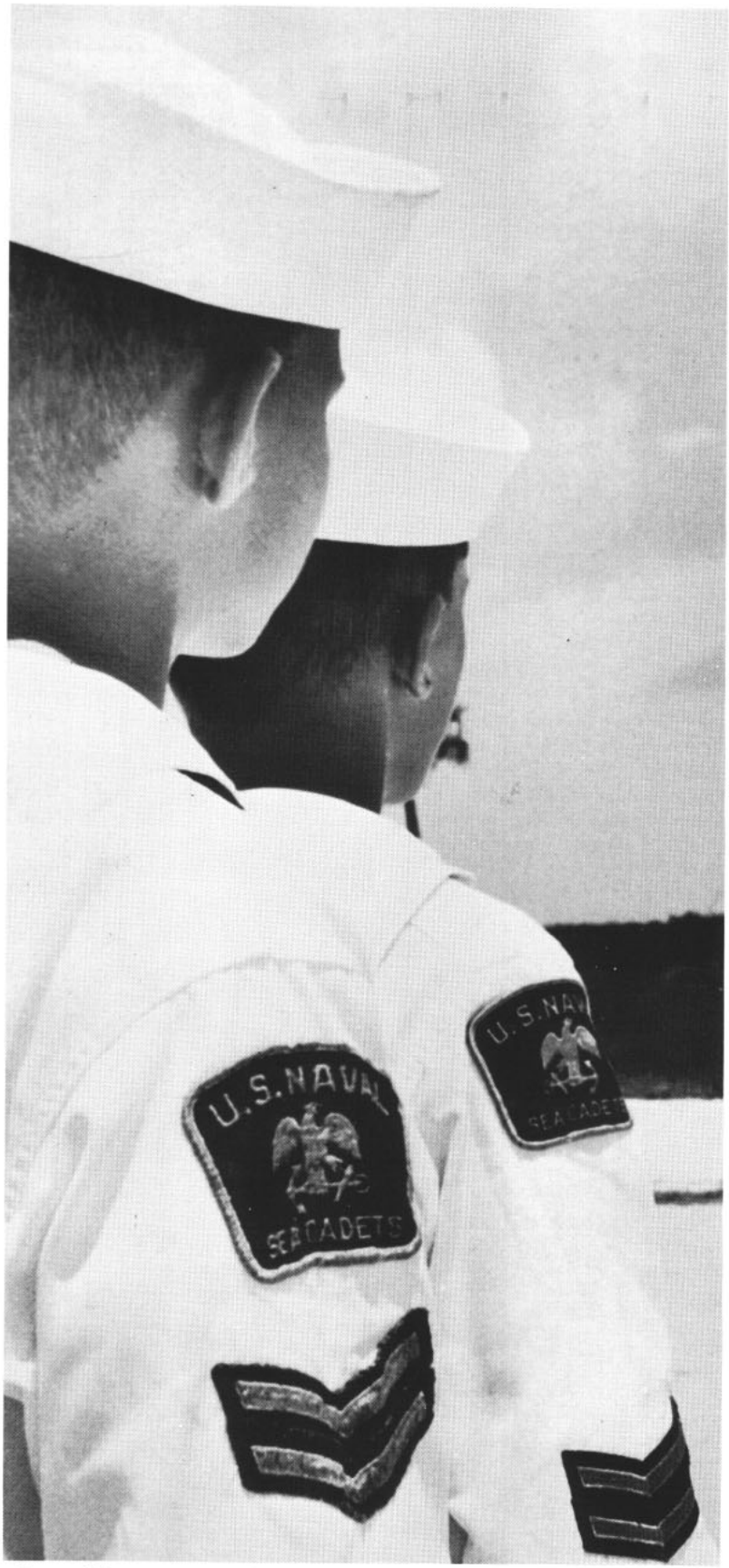
—Ed Warner, Seaman, USN.



Photos clockwise from upper right: (1) Petty Officer Arnold Feller, a data processing technician, checks equipment; (2) Gunner's Mate Kenneth Cline makes a dive to the reef; (3) Charges are placed in a canvas bag for descent; (4) Resulting explosion destroys the reef, once a potential hazard to shipping. (5) Divers make several trips to the reef to determine size of charges needed. (6) Wrapping charges requires the skill of Petty Officer Cline and Warrant Officer R. G. Hammond.







Young Salts

Teenage

YOUNG MEN in their early teens who stand on the beach, wishing they could go to sea, can do something about it—perhaps right now.

If they aren't old enough to join the Navy, they may be eligible to join the Naval Sea Cadets.

There are four requirements. First, they must pass a Navy physical examination. Second, they must pass a Navy written exam. Third, they must be in the right age bracket. And, fourth, they must live within commuting distance of a naval activity supporting a NSCC Unit. There are currently more than 5000 Naval Sea Cadets scattered throughout more than half of the states of the Union.

The Sea Cadets are not youngsters—nor are they grown men. They come from the ranks of youth between the ages of 14 and 17 who volunteer for a naval training program chartered by Congress on 10 Sep 1962. The program is administered by dedicated civilian Naval Sea Cadet officers, who volunteer their time, talents and money.

Except for the size of the younger members, it is sometimes difficult to distinguish a Sea Cadet from a

Award Time

Seamen Look to the Future

regular sailor. When he joins the Corps, he wears a modified U. S. Navy uniform. He studies and drills in regular Naval Sea Cadet enlisted Reserve training programs similar to those followed by Navymen in the first four enlisted pay grades.

At first, the Cadet reads the same Navy texts studied by the recruit. But the Sea Cadet is not a Navy recruit. He is still a civilian. He can still do his own thing. The Sea Cadet is merely getting a head start by doing before he is 17 what many begin after their 18th birthday.

NOT ONLY does a Sea Cadet benefit himself; he has fun doing it. In addition to a taste of the seagoing life which has appealed to youth for centuries, outstanding Naval Sea Cadets (E-3s and petty officers, acting) may be selected each year to represent the U. S. Navy at the U. S. Navy/Allied Navies' Senior Exchange Training Program. Invitations for Sea Cadet exchanges have been extended by Australia, Bermuda, Canada, England, India and Sweden.

Even more likely, the outstanding Cadet may be among the U. S. Naval Sea Cadets given exchange training with the Canadian Navy aboard HMCS *Quadra* and the training base at Cornwallis. He may also be chosen to represent the United States Navy at an International Sea Cadet Muster.

A Sea Cadet learns many of the basics a young man interested in the sea and the Navy would want to know.

He is given a course in naval orientation and learns the fundamentals of naval history, customs and traditions. He is taught the elements of good seamanship such as the Rules of the Road which he can use if he sails in nothing larger than a speed boat. Naval Sea Cadets also learn naval etiquette.

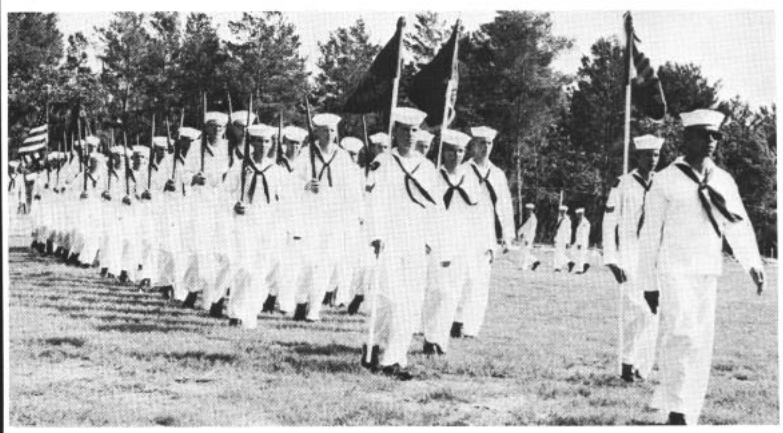
A first-year Cadet is usually 14 or 15 years old, and he concentrates on the fundamentals of Navy life such as how and when to salute, military discipline and other aspects of the Uniform Code of Military Justice. As the Cadet climbs the advancement ladder, he takes the same tests in which Navymen compete. During his first year, the Cadet also goes to Great Lakes, San Diego or Orlando for two weeks of recruit training, similar to that given a Naval Reservist.

When the 15- to 16-year-old Sea Cadet is in his second year of training, he is ready to advance to E-3. This is the year when the Cadet is given two weeks training aboard a U. S. Navy or a U. S. Naval Reserve vessel or at a naval installation where he can complete his practical factors.

Normally, during his third year, the 16- to 17-year-old Cadet studies for advancement to E-4 (acting) and takes a training cruise aboard a Fleet type ship to complete his practical factors. A selected group of Cadets who have proven qualities and special interests in oceanography, medicine, nuclear power, etc., may be afforded an opportunity to attend a special two-week seminar in their field of interest.

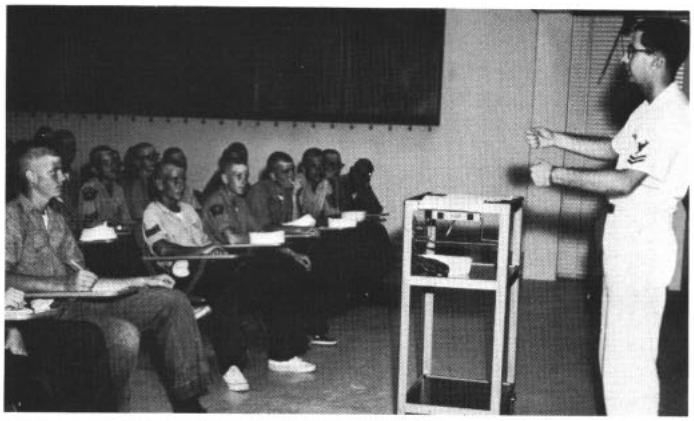
The Cadet's fourth year is taken up with special classroom studies or correspondence courses. During this year, he takes a training cruise aboard a Fleet-type ship to complete the practical factors for his rate. He also takes correspondence courses and training to prepare him for enrollment in the Naval Academy and NROTC.

TRAINING aboard ships not only provides an opportunity for a Cadet to complete his practical fac-



On Parade

On The Spot Training



Classroom Instruction

Drill Time

tors, he also has ample opportunity to see what an honest-to-gosh Navy ship is like.

It might be well to point out here, that Cadets interested in naval aviation have the same breaks given to those interested in ships.

A typical Sea Cadet training stint aboard an aircraft carrier, for example, might include a tour of the ship to familiarize the Cadets with the carrier's armament, damage control facilities, boiler rooms, bridge, and to stand watches under instruction beside a real Navyman.

During the first three days, the Cadets probably would attend sessions on first aid, the sound-powered telephone nomenclature, firefighting, marlinspike seamanship and other basic shipboard subjects. After the lectures, they would work with the Deck Division.

IT IS SAFE to assume that a young man interested in becoming a Sea Cadet has a reasonably good chance of becoming a Navyman when he reaches military age. In fact, the disciplines the Cadet receives during his third and fourth years in the Corps are specifically aimed at motivating him toward becoming a naval officer, either by attending the U. S. Naval Academy or by joining the Naval Reserve Officers Training Corps Program.

Naval Sea Cadets who apply for admission to the U. S. Naval Academy compete on the same basis as all other applicants. They do, however, have the advantage of motiva-

Sea Cadets Are Jointly Sponsored

The Navy Sea Cadet Corps (NSCC) is jointly sponsored by the Navy Department and the Navy League of the United States and has a national board of civilian directors appointed by the League. The Corps should not be confused with the Sea Scouts or the Explorer Scouts.

The NSCC Board elects a chairman and a president who establish Naval Sea Cadet policy. The president directs policy implementation and the execution of the Cadet training programs within the framework authorized by the Chief of Naval Personnel.

A National Executive Director of the Naval Sea Cadet Corps is employed to assist the chairman and the president in the execution of their duties.

The Navy League of the United States sponsors, administers and financially supports the individual Naval Sea Cadet Corps divisions and squadrons.

The administration, operation and training of the Corps' divisions and squadrons are subject to prescribed Navy and NSCC regulations and are directed by the commanding officer and other officers of the Naval Sea Cadet Corps unit.

NSCC officers are nominated by the Chairman of the local Naval Sea Cadet Corps Committee and are approved by the chairman, the Executive Director and the Chief of Naval Personnel's NSCC Liaison Officer.

The civilian officers are nonpaid civilian volunteers who have met the standards for warrants as prescribed by the Naval Sea Cadet Corps and the Navy Department.

An Interest in the Sea

Although the U. S. Navy would like to see every qualified Naval Sea Cadet become a full-fledged Navyman, not every Cadet finds his way into the Sea Service.

Cadets who don't actually join the Navy sometimes become interested in marine sciences in which the Cadet Corps also fosters interest.

When the Naval Sea Cadet Corps gathers a few more years around it, who knows—it might find itself responsible for starting a marine biologist, oceanographer or other marine scientist along the path to momentous scientific contributions which will benefit the Navy and all mankind.

4th Birthday, Hampton Roads Council

tion when being considered for appointment, and a letter is sent to the appointing official attesting to the applicant's desire to become a naval officer.

During a Sea Cadet's training, he is introduced to the variety of skills represented in the Navy rating system and probably has some idea concerning the rate he wants to strike for if and when he actually enlists in the Regular Navy or the Naval Reserve.

A Sea Cadet is introduced to the variety of opportunities the Department of Defense team (and especially the Navy) offers in obtaining an education through USAFI, correspondence and other courses. He also learns of the opportunities the Navy offers to work on a college degree or, for that matter, a high school equivalency certificate.

Although the Sea Cadet Program has been in existence since 1962, it already has 150 units with more than 5000 members in more than half of the states of the Union. Its growth has been largely due to the fact that young Americans know a good thing when they see it and also because of the enthusiastic leadership of the civilians who volunteer their services as U. S. Naval Sea Cadet officers—plus the interest and support the Navy Department is giving to this program. Specifically, the Navy authorizes advanced enlistment benefits for those Cadets who qualify.

Cadet Teamwork

Varied Training for Sea Cadets

Naval Sea Cadet training follows the same schedule adhered to by the Cadets' Reservist counterparts. This usually means two hours a week or, for naval aviation cadets, one weekend a month.

Training may be conducted at any naval activity, civilian school or government building by qualified civilian Naval Sea Cadet officers, or by active duty, retired or Reserve naval personnel.

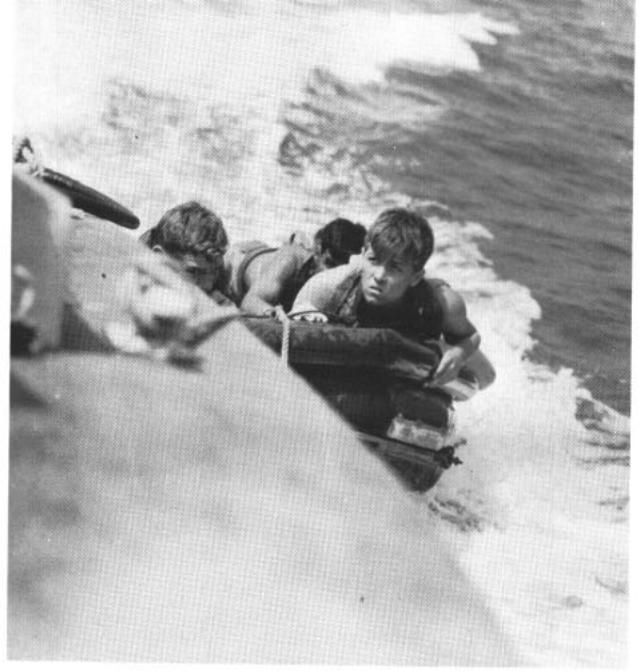
The curriculum prepares the Sea Cadet for the same advancement-in-rating examinations which are administered to Navymen. Training includes personal hygiene, moral guidance, American history, customs and traditions, and academic disciplines in airman, fireman and seaman ratings.

When instructors are available, classes are also given in U. S. technological background and growth as well as oceanography and electronics.

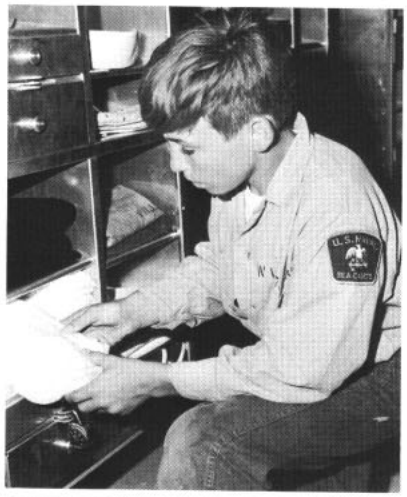
Cadets who pass their E-2 examinations may attend two weeks of summer training at Great Lakes, San Diego or Orlando. These are Naval Reserve Boot Camps which are work and fun for Cadets.

Cadets who pass their E-3 examinations may complete their practical factors for advancement aboard Reserve and Fleet ships or two weeks of intensive training at Naval Reserve Air Stations.

Seamanship aboard cruiser



Sea Cadets with Amphib Team



Locker routine

The Navy Sea Cadet Corps is a Navy-oriented training program for young men, jointly sponsored by the Navy Department and the Navy League of the United States. It affords the Sea Cadet the opportunity to train at naval installations, complete the advancement practical factor requirements aboard Navy and Naval Reserve ships and, when qualified, to enlist at the advanced (E-3) rate.

The objectives of the NSCC have been recognized as valuable to both the civilian and Navy communities. However, much more needs to be accomplished if the full potential of this fine program is to be realized.

I want to urge Navymen with interest in youth programs to lend their assistance to the NSCC. Volunteers are needed to strengthen the quality of leadership and training for these young men who have registered a strong interest in our Navy. Further information can be obtained by writing the NSCC Liaison Officer, BuPers (Pers-D22), Washington, D. C. 20370.

Charles K. Duncan

Chief of Naval Personnel

Standing watch aboard ship

Learning the Navy way

Navy Chapel By The Sea

Members of nearby community board Navy ship in Long Beach to share in Sunday worship.

Once a week, the stacks and radar antennas of a Navy ship moored at Long Beach become a church spire. The drone helicopter landing platform serves as an outdoor chapel and the hangar bay shades a simple altar.

The picture wouldn't be unusual except that many of those attending are civilians from Long Beach and nearby communities who have come to join Navymen in divine worship.

The joint worship was inaugurated by Commander Cruiser-Destroyer Group Long Beach and the project is called "Chapel by the Sea."

The program has two purposes—to encourage civilian parishes to attend a shipboard church service, and to encourage servicemen to attend services in civilian parishes.

Parishioners from Wilmington, Calif., were the first to attend the project's church services aboard USS *Fechteler* (DD 870) on a Sunday in May last year.

Services have continued every Sunday since then on various vessels, ranging in size from USS *New Jersey* to the smallest escort ships.

Worship services in the Chapel by the Sea are conducted by a Navy chaplain in a regular shipboard manner. All the participating chaplains are assigned to ships and staffs of the cruiser-destroyer group.

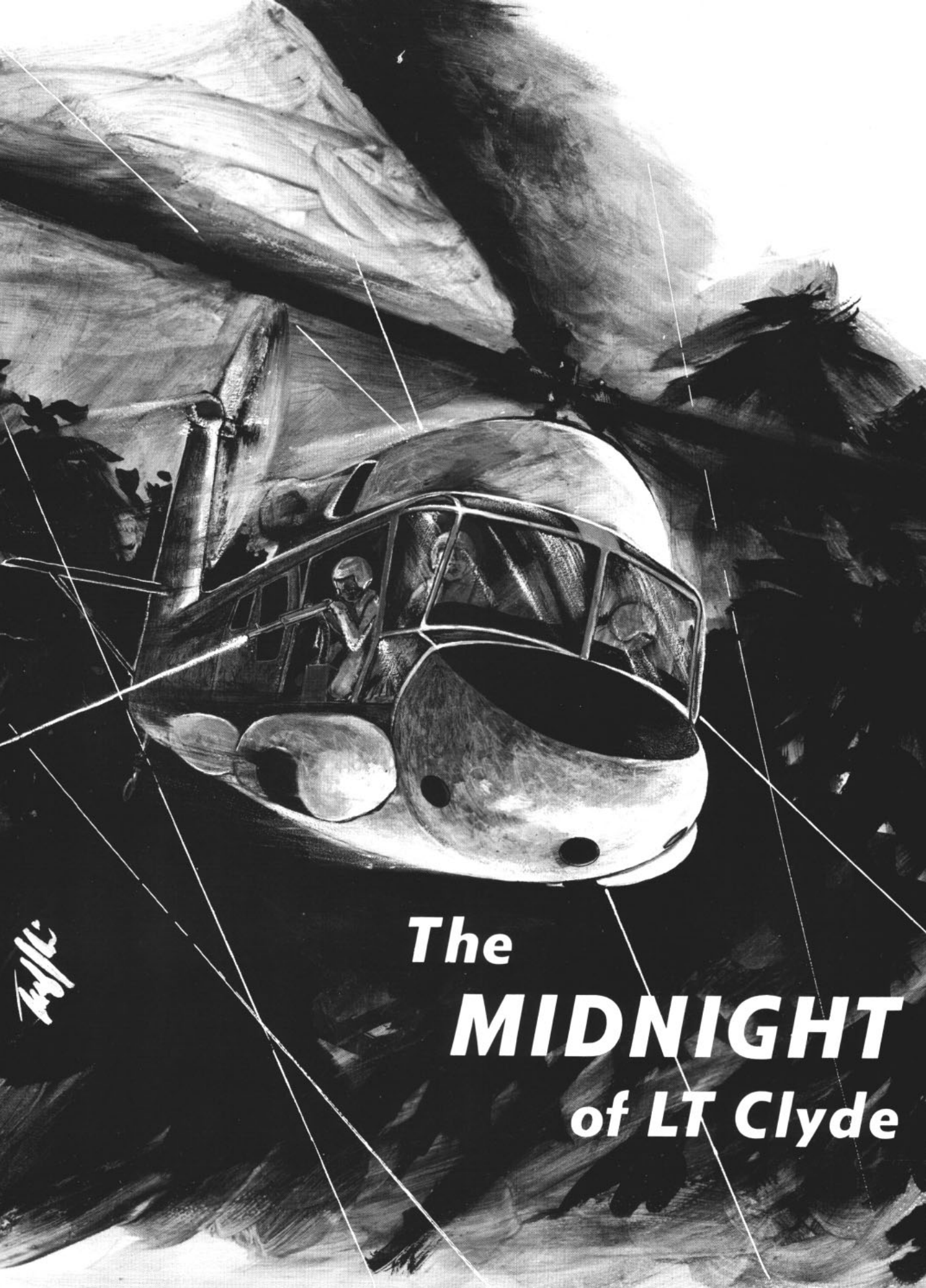
The civilian guests find there is a difference between liturgical forms aboard ship and their home churches. For example, an organ is not included in the equipage of a Navy destroyer, so hymnal music is frequently taped. When ships have an organ, it is a portable type usually not to be compared with more stable shore-based instruments.

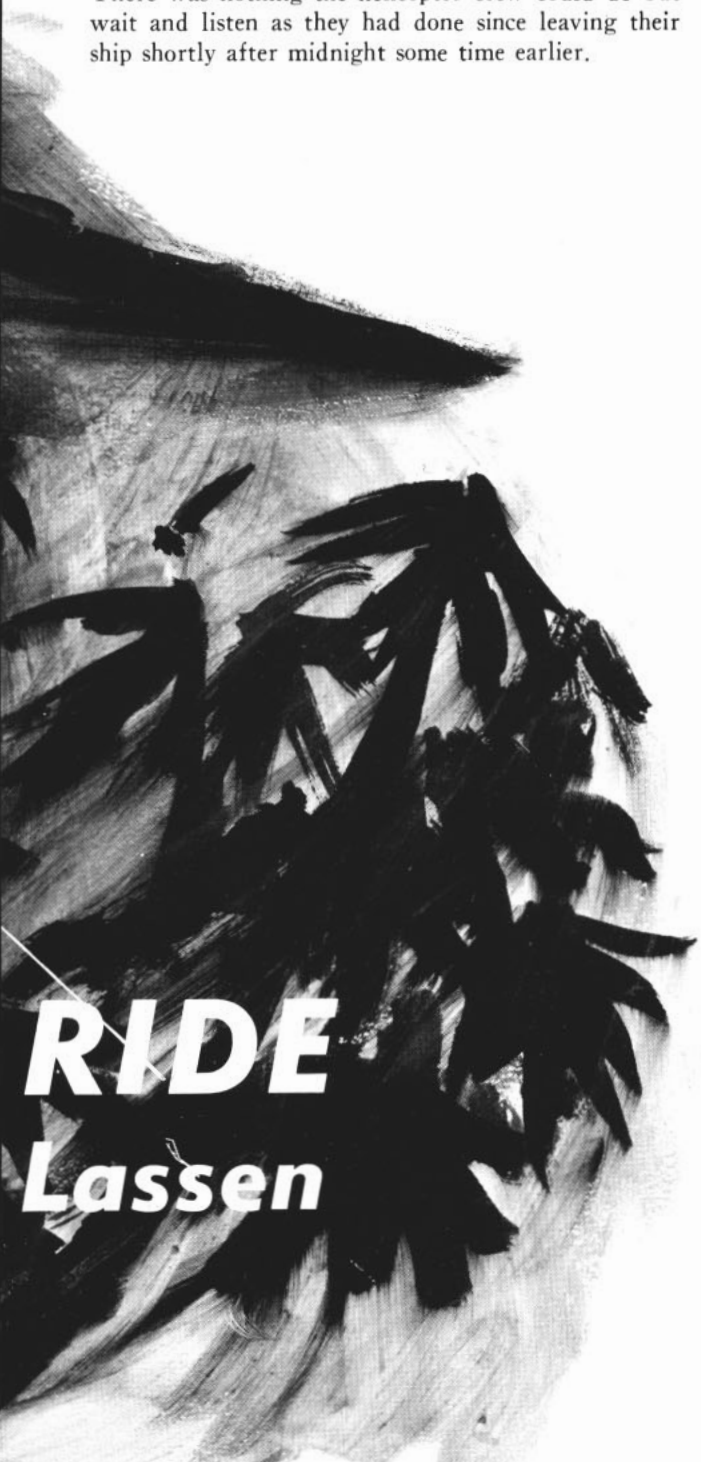
After the service, the Chapel by the Sea again becomes part of a combat ship and members of the ship's company escort their guests on an informal tour of the ship. Coffee and doughnuts are served.

For many of the civilians who attend the shipboard services, it is a first-time aboard a Navy vessel. For members of the crew who aren't ashore attending services in a civilian parish, the Chapel by the Sea provides a pleasant variation to the regular Sunday worship.

—William C. Shattuck, ENS, USNR.

Sunday services, with local guests, are held aboard USS Hollister (DD 788).


The
MIDNIGHT
of LT Clyde



RIDE Lassen

AS THE UH-2 *Seasprite* helicopter hovered over the water, its crew listened intently on their earphones for a message from the coastline.

Somewhere beyond the pitch-dark horizon were two naval aviators whose plane had been shot down deep in North Vietnamese territory.

Their exact position was not known. No one knew even if they were still alive. They had not yet made contact with any other rescue aircraft in the area. There was nothing the helicopter crew could do but wait and listen as they had done since leaving their ship shortly after midnight some time earlier.

Flying the single-engine UH-2 was 27-year-old Lieutenant (then LTJG) Clyde E. Lassen, officer in charge of the helo detachment aboard the guided missile frigate USS *Preble* (DLG 15). To his right sat Lieutenant (jg) Clarence L. Cook, his copilot, and behind them, his two crewmen, Aviation Electrician's Mate 2nd Class Bruce B. Dallas, and Aviation Machinist's Mate 3rd Class Donald N. West.

They waited. Seconds became minutes.

FINALLY, VOICE COMMUNICATION was established. The downed aviators reported they were sitting on the side of a steep, heavily wooded hill surrounded by tall trees, thick undergrowth, and an undetermined number of enemy troops. Conditions clearly called for a helicopter. And fast.

By the time the message was completed, LTJG Cook had located the hillside position on his plotting map. He then gave LT Lassen the course to follow and, while the pilot pressed the UH-2 over the coast into the enemy land, kept him informed on the layout of the countryside below.

The overcast sky made the terrain shadowless. Ground objects were almost indistinguishable when the copter arrived in the search area.

At first there were no signs of the survivors. But, after circling in darkness a few times, the SAR crew sighted the flash of flare pistols and the beam from a rescue strobe light.

LIEUTENANT LASSEN swung the helo toward the illumination and moved in to survey a probable landing site. A likely spot, he judged, was a rice paddy at the bottom of the hill, about 200 feet from the downed airmen. He could hover over the clearing long enough for them to make it to the helo, despite the enemy.

That was his plan. And it might have worked—and the whole ordeal would probably have been over in a matter of seconds. But what looked like a quick and simple rescue turned out instead to be a real cliff-hanger, one worthy of an entry in the Medal of Honor ledger.

After directing the airmen to make their way down the hill to the rice paddy, the lieutenant commenced a partial hover just high enough to keep his helo from sinking in the mud. This drew the enemy's attention and they started pouring in small-arms and automatic weapons fire. Petty Officers Dallas and West sighted on the muzzle blasts and

Few men set out to win a Medal of Honor. It's doubtful this was Lieutenant Lassen's intent when, seven years ago, he bid his parents farewell and left his Grove City, Fla., home to enlist in the Navy as an airman recruit.

If not heroically inspired, he was energetic.

After attending aviation machinist's mate school in Memphis, and taking various courses at junior colleges in San Diego and Pensacola, he expended both energy and interest in aviation by applying for a commission through the Naval Aviation Cadet program.

Subsequently, he was designated Naval Aviator No. T-9470 on 12 Oct 1965, and assigned to helicopter duty at NAS Atsugi, Japan, where, today, he makes his home with his wife, Linda.

returned the fire with the airship's two door-mounted M-60 machine guns.

Meanwhile, the downed aviators reported over their rescue transmitters that they were unable to make it through the undergrowth. LT Lassen decided to pull up out of gun range to evaluate the situation a little further and study another approach.

LIKE MOST HELO PILOTS in the combat zone, he was relying on limited experience. He'd been flying only a little more than two years. Nonetheless, he was no newcomer to naval aviation. Before he earned his wings through the Naval Aviation Cadet program, he served with the Fleet for almost three years, attaining the rate of aviation electronics technician 3rd class.

He had met each challenge with success. Now he was about to make another decision from which there could be no return.

The lieutenant called for a rescue aircraft nearby to move into the area and illuminate the survivors' location with flares. Then he worked the UH-2 farther up the hill toward the airmen and located a probable landing spot between two large trees. There, Dallas and West lowered a rescue hoist which the airmen could reach.

Just as rescue appeared a sure thing, the last of the overhead flares went out. Depth perception was lost momentarily and the helo veered slightly to the right.

One of the crewmen yelled that they were going to hit one of the trees.

A sharp jolt went through the helo and it pitched nose down into a tight turn to the right.

INSTINCTIVELY, LT Lassen righted the aircraft and climbed clear of the foliage. No one was hurt, but the UH-2 had suffered serious damage. It was vibrating almost uncontrollably.

Things couldn't be much worse. His fuel was dangerously low. His aircraft was badly damaged. And, he was drawing fire from every enemy gun within range. On top of this, he and the other rescue aircraft had run out of overhead flares. They were strictly in the dark. A further rescue attempt seemed hopeless.

But as far as LT Lassen was concerned, he hadn't completed his mission, and he was determined to do so, successfully.

Again he sized up the situation, called for more flares and, for the second time, told the downed aviators to descend the hill and meet him at the rice paddy.

As skipper, he was confident Dallas and West could suppress the enemy gunners with their M-60s until the flares arrived. But he had no desire to go another round in the dark with those skyscraping trees. He had had enough of them.

FOLLOWING THE PILOT'S instructions, the two men on the ground attempted once more to work their way through the underbrush toward their rescuers' appointed position.

The delay, thus far, had allowed more enemy to arrive on the hill. The helo, in order to cover the aviators' descent, had to stay close by.

This need for close-quarter maneuvering made it nearly impossible for support from the other air rescue units to be effective against the communist force. As things stood, the airmen's safety rested primarily on the accuracy of LT Lassen's gunners and his ability to fly his crippled aircraft, both talents which had proven unequaled.

Before long, the additional flares arrived and the

sky was again lighted, aiding the lieutenant's second approach to the paddy.

The enemy kept the airmen pinned down—at a spot where LT Lassen could not reach.

This complicated matters even more, because time suddenly became a crucial concern.

Only 30 minutes of fuel remained in the helo's tanks, and both he and LTJG Cook were aware of the number of miles of enemy territory that lay between them and friendly hands. There might be enough time for one more attempt. No more.

THE LIEUTENANT called for another flare drop and commenced his final rescue attempt. For a moment the sky was lighted like high noon. But, just when the helo reached an altitude of about 50 feet over the rice paddy, the flare went out. There was nothing but darkness. Luck, never of the best in this episode, had seemed to run out.

With no time to wait for another flare drop, the young pilot went for broke and turned on his landing lights so he could see to set down. This withdrew the enemy's concentration on the two airmen, who unhesitatingly cleared the brush and dashed toward the lights.

In a hail of lead, the copter crew pulled the twosome on board as the pilot lifted his vibrating, bullet-riddled chopper upward into the darkness, out of harm's way.

A thimble of fuel was in the helo's tanks as the SAR crew headed toward the sea.

En route, LT Lassen's evasive ability was again put to the test when he had to outmaneuver a last effort by the enemy to knock him out of the sky with antiaircraft fire.

By the time he reached the water and set down on the helo pad of the guided missile frigate USS *Jouett* (DLG 29), there was scarcely more than five minutes' flight time remaining in the helicopter's fuel lines.

The account of the rescue was logged as a successful, routine SAR mission. But at NAS Atsugi, home base for Helicopter Combat Squadron Seven, the rescue flight of 19 Jun 1968 will be acclaimed as one of the most daring feats of flying to come out of the Vietnam conflict.

LT Clyde E. Lassen became the first naval aviator and fifth Navyman to be awarded the Medal of Honor for bravery in Vietnam.

His copilot, LTJG Cook, was awarded the Navy Cross for his gallant part played in the rescue. The two crewmen, Petty Officers West and Dallas, were awarded Silver Stars.

—Marc Whetstone, Chief Journalist, USN.

Teamwork—

Keeps

USS TANG (SS 563) is again in the swim after acquiring a new 15-foot midsection—no easy job under any circumstances. Nevertheless, *Tang's* overhaul was accomplished with reasonable grace.

The largest task was prefabricating a new pressure hull section to match exactly the ship's original strength, but there was work to be done elsewhere, too. Inside the submarine, miles of electrical wiring were replaced as were electronic consoles, engines, and numerous other pieces of outdated gear and equipment.

Everything that wasn't replaced was thoroughly checked including

UNDERWAY—Above: Topside lookouts during sea trials. Right: Chief Hospitalman E. Ennis inventories supplies. Below right: USS Tang (SS 563) is underway after receiving new midsection at Pearl Harbor shipyard.

Ashore & Afloat

Tang Going

valves and thousands of switches and indicator lights.

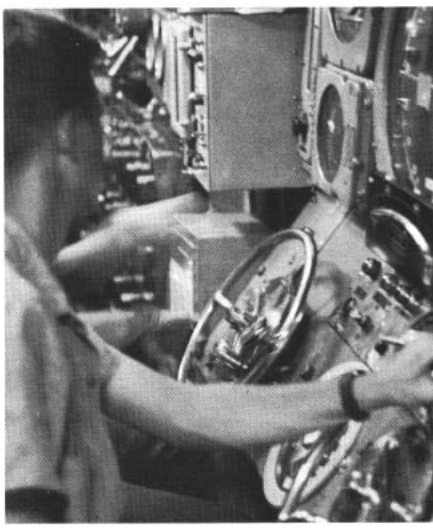
Nor were the crew's living spaces neglected. The enlisted mess and officers' wardroom were modernized, a passageway was paneled and floors were retiled.

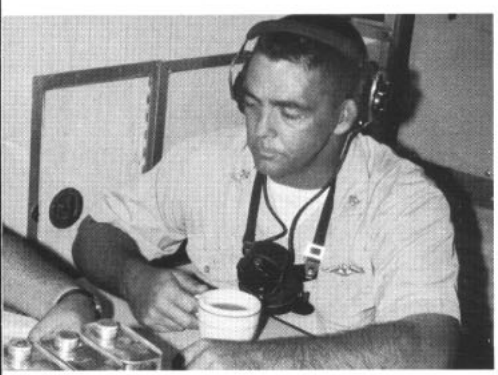
The crew which will benefit from the face-lifting includes one plankowner who has spent 21 years in submarines, 12 of which have been with *Tang*. Most of the crewmembers, however, were making their first cruise in a sub. In fact, less than one-third of the men aboard were qualified in subs while *Tang* was in drydock.

Compensation for inexperience was quickly made by a *fast cruise* during which the sub remained pierside with secured entry and exit. The crewmembers conducted drills and maneuvers within the submarine learning *Tang's* systems and becoming familiar with new nomenclature in the electronics, engineering, communication and navigational systems.

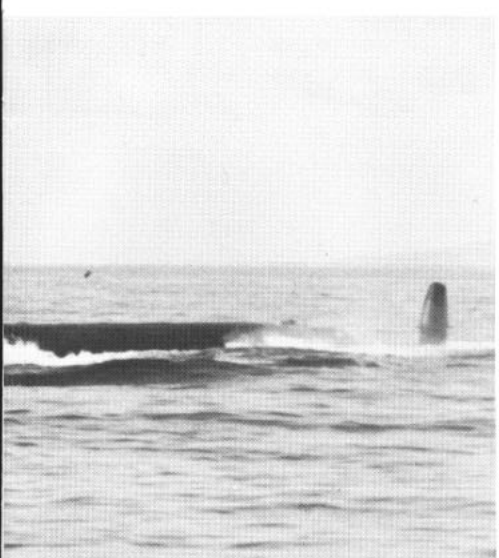
When everyone knew his job, *Tang* put to sea, her klaxon sounded and her nose sliced the surface near the Hawaiian Islands. While other climes were enjoying a frosty nip in the air, the Pacific, near Hawaii at least, had a *Tang* in the water.

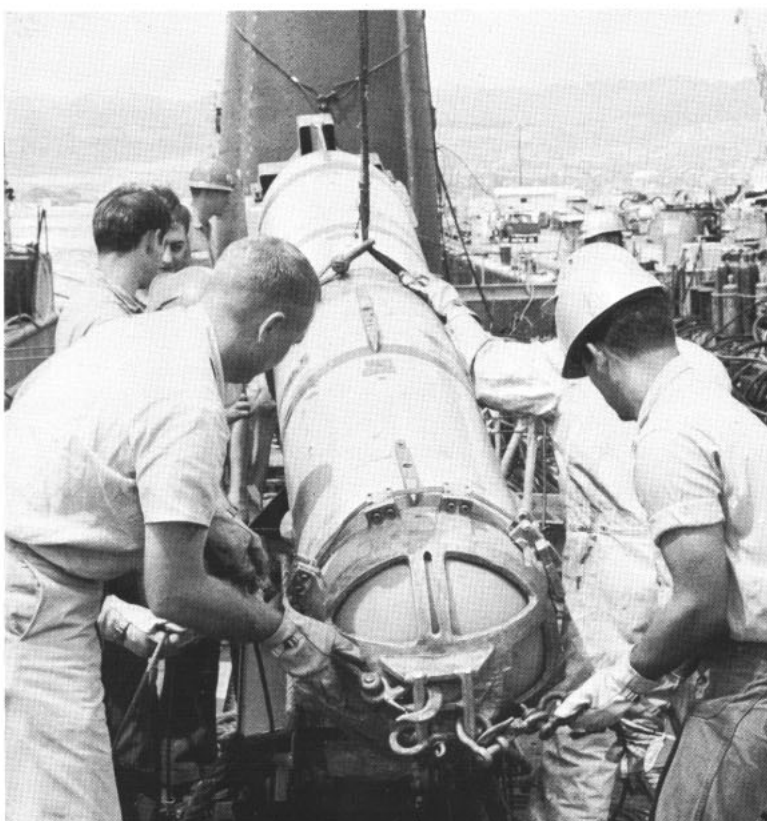
—C. R. Elliott,
Chief Journalist, USN.





EASY DOES IT—Practice torpedo lowered into forward torpedo room prior to sea trial in photo below. Above: Diving station controls submersion and surfacing. Top photo: Commander John Beaver sights through periscope.





Is This Any Way to Keep Them Flying?

YOU BET IT

It takes well-trained men to maintain the U. S. Navy's complex aircraft which are geared to operate from bases either ashore or afloat. Take, as an example, the A-6A Intruder, *that blunt-nosed, electronics gear-packed airborne platform which puts into play such equipment as search and track radar, a digital computer, inertial and doppler navigation systems, an automatic flight control system, and integrated cockpit displays.*

It takes a large measure of dedication, too, to keep them flying. In the end, it is dedication to performing tasks which will result in the A-6A flight crews having an aircraft which will be capable of performing its mission. In the beginning, it is dedication to a long and strenuous training program including classroom and on-the-job training.

IS!

AT WHIDBEY ISLAND Naval Air Station, Wash., the men who maintain the *Intruder* for the Pacific Fleet A-6A squadrons receive their training in Attack Squadron 128 (VA 128) and in Naval Maintenance Training Detachment 1001.

There are six major aviation maintenance ratings in the current training program at VA 128 — Aviation Structural Mechanic (AM), Aviation Ordnanceman (AO), Aviation Electrician's Mate (AE), Aviation Electronics Technician (AT), Aviation Fire Control Technician (AQ), and Aviation Machinist's Mate Jet Engine Mechanic (ADJ). The tools and knowledge of all are necessary to keep the *Intruder* ready to go.

Navymen who receive the A-6A maintenance training at Whidbey either stay in VA 128—which also instructs pilots and bombardier-navigators to fly and fight the A-6A—or go to one of the four Whidbey-based fleet operational squadrons, VA 52, VA 145, VA 165, or VA 196.

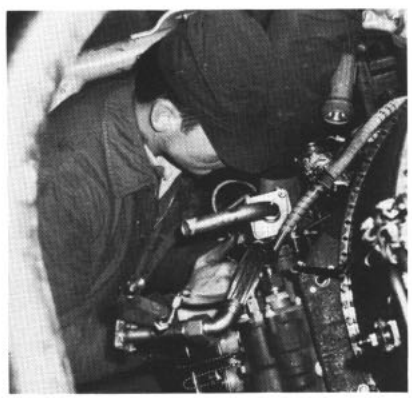
When an A-6A maintenance-designated trainee arrives at VA 128, he has from 12 to 22 weeks of intensive training ahead of him, depending upon his specialty or rating. And he is probably intensely trained already.

If, for instance, he is an AQ, he has already had as much as 41 weeks of Navy schooling before he arrives —and he has as much as 22 weeks of training to go.

HOWEVER, the actual length of training will be determined on an individual basis as indicated by the trainee's past experience and training, his rate, and the require-

SKIN GRAFT — Structural mechanic (structures) trainee learns to replace a section of A-6A "skin."

ENGINE DOCTOR — An aviation machinist's mate (jet) mechanic repairs an A-6A engine.



THE EXPERTS — Aircrewmen's lives depend on skill of maintenancemen.

READY — Training of maintenancemen results in an aircraft ready to perform.

ments of the squadron to which he will ultimately be assigned.

Regardless of rating, all students receive an indoctrination course in which they spend several days on the A-6A flight line and in which they go into the maintenance shop areas of their future specialties. In addition, they receive firefighting and damage control training along with instruction on safety precautions for the general line and carrier flight decks. An important part of the indoctrination course is a general introduction to the A-6A in which they are told about the mission, systems, compartmentation and safety aspects of the aircraft.

Following the indoctrination program, all the maintenance trainees—from "tin-bending" aviation structural mechanics to "computer expert" aviation fire control technicians—get down to the business of really learning the A-6A at Detachment 1001's new multimillion-dollar training building.

Instruction is not limited to the classroom. On-the-job training at VA 128 is an important part of the instruction. Normally, training at Det 10001 is accompanied by one hour of on-the-job training for each hour in the classroom, except that where the classroom training exceeds eight weeks, OJT will be limited to eight weeks.

The success of an A-6A mission depends upon the skill of the maintenancemen.

CLASSROOM and OJT for the students include the following:

- Aviation Machinist's Mate Jet Engine Mechanic—The A-6A's J-52 jet engine, and related power plant systems such as the starter systems and fuel systems.
- Aviation Structural Mechanic—For some, the aircraft structures and hydraulics, such as the flight control surface systems and hydraulic systems; for others the environmental systems of the A-6A which include the cockpit air-conditioning, pressurization, ejection seats and oxygen system.
- Aviation Electrician's Mate—The generation of electrical power and its distribution, the inertial navigation systems of the A-6A and the automatic flight control system.
- Aviation Electronics Technician—The ultrahigh frequency two-way communications system, radar navigation equipment, and other "black boxes" which help protect the A-6A.
- Aviation Fire Control Technician—The complicated, sophisticated weapons control and guidance system of the A-6A, its computers and related track radar.
- Aviation Ordnanceman—Bomb and rocket handling and the maintenance of the A-6A's armament release system.

In the classroom, the student is under the instruction of a highly

qualified teacher—in the hangar, he is under the careful eyes of men who have been maintaining the A-6A for quite some time.

AN INDUSTRY-TRAINED computer technician doesn't have a thing on the AQ. An AQ's training usually includes, if he is new to the Navy, 12 weeks of recruit training, two weeks of aviation prep school, 16 weeks of avionics fundamentals at an A school, 11 weeks of Aviation Fire Control Technician A school, and from 18 to 22 weeks of AQ training in the A-6A. An AT receives similar training.

Why? Simply because both the AQs and ATs work with a not-so-simple arrangement called DIANE —Digital Integrated Attack and Navigation System.

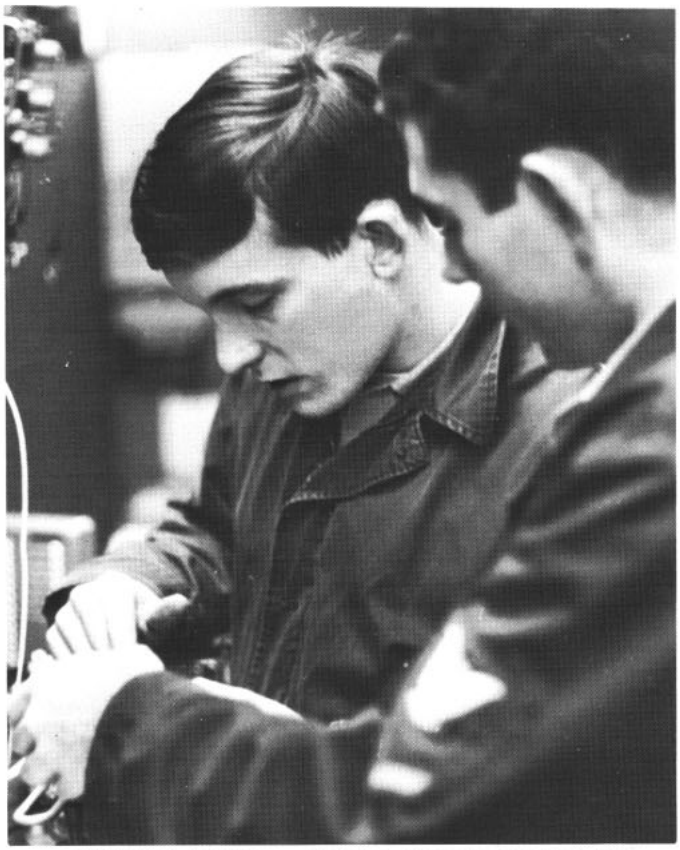
DIANE is designed to free the A-6A crew from the consideration of details which can be performed automatically. Acting upon information provided in this integrated computer-radar system, the crew can preselect on DIANE an automatic course of action for their A-6A which will take them to the target, discharge their weapons on it, and permit them to leave the area along a predetermined route—all in the dark of night over rugged terrain without the crew ever looking outside the aircraft. AQs and ATs maintain the complicated system. That's why.

But the other A-6A maintenance personnel are just as important to the aircraft as are the AQs and ATs —and the extent of their training shows it. Training in the classroom and on-the-job for AMs is 14 to 16 weeks; AOs, 14 to 16 weeks; AEs, 16 to 18 weeks; ADJs, 14 to 16 weeks. The success of an A-6A mission depends just as much on the electrical systems, jet engines, ordnance loading and release mechanisms, and structural aspects of the aircraft being right as it does on the electronics systems.

Lieutenant Robert A. Gammons, the VA 128 technical training officer and an LDO with 17 years in aviation maintenance pointed out, "These young men we train here make the A-6A mission possible.

"They arrive here bright and ready to go. Since we were commissioned in September 1967, some 5100 have left here a little brighter, we think, ready to make or break their squadrons.

"A look at the Whidbey A-6A squadrons' achievements to date shows us that they're making them."



CLASSROOM REPAIR — Navymen train for squadron jobs.

PULLING ENGINE — Trainees work slowly in lowering an A-6A engine for maintenance work.

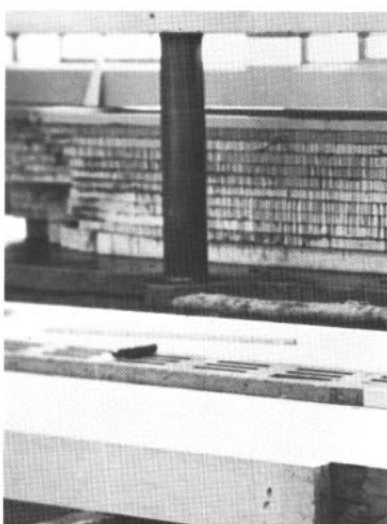
MUSCLE and intelligence are necessary ingredients for work on the aircraft.

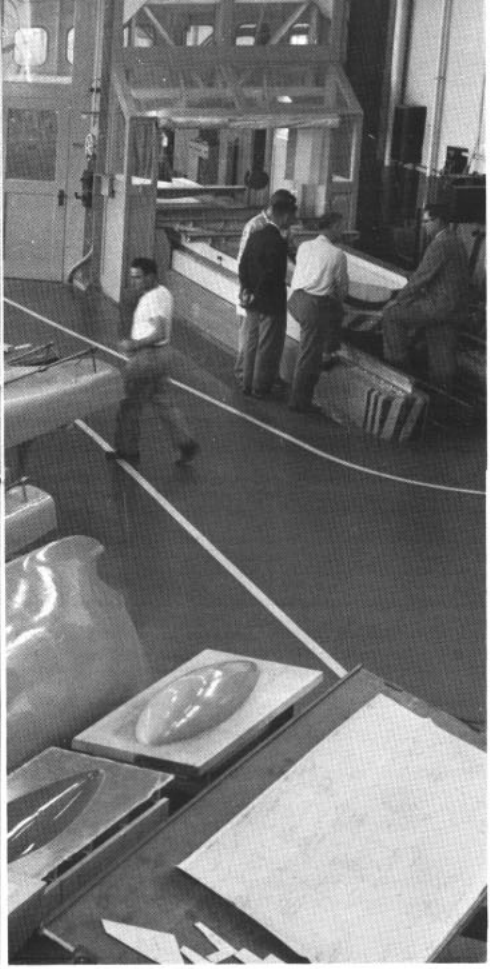
—Story by Lieutenant (jg) Joseph W. Burgess, USN.
—Photographer's Mate 3rd Class Tom L. Jones, USN.

THEY SAIL ON AN

INDOOR OCEAN

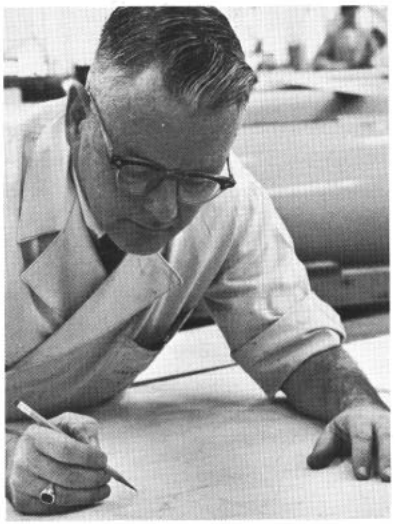
Top Photo: The NSRDC woodworking shop contains unique tools enabling research model makers to sculpture test boats. The engineering staff will use these model prototypes of full-size ships for a multitude of tests to determine seakeeping qualities, power requirements, resistance to water and their stability characteristics. Above left: Hand planing smooths the hull of a test model. Below right: Research model maker Carroll Carter sketches in cutting stations to give model correct profile, and then sketches in reference lines on a model.

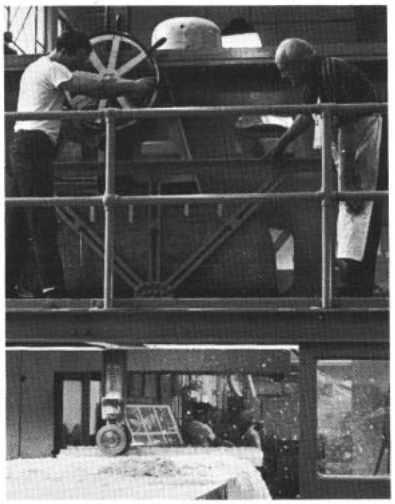




Destroyer model undergoing tests.

Model shape is sketched.





Profile of a model is cut.

ON THE BANKS of the Potomac River near Washington, D.C., is located an indoor ocean.

It happens to be the largest existing laboratory in the U. S. for testing ship designs with scale models.

With the mission of studying the shape of ships of tomorrow's Navy, the facilities now located at the Naval Ship Research and Development Center (formerly the David Taylor Model Basin) at Carderock, Md., are the finest of their type in the world. However, the technique itself has changed little in recent years.

The test boats are made of sugar pine planks which are glued horizontally in the general shape of the proposed aircraft carrier, cruiser, destroyer or tanker hull-line models. Submarine models are made of mahogany to give them more durability for the tests.

Conventional boats are relatively thin-skinned in contrast to the rugged experimental boats fashioned by the 35 NSRDC modelers, because the latter must be accurate in every detail as well as warp-free.

When the crude ship's hull comes out of the glue press, it is run through a profiling machine which whittles it down to the point where hand tools such as axes and planes may be used.

When shaped according to specifications, the test boat is painted and passed on to the fitting room where it is instrumented with test equipment.

These boats, accurate to within 1/32 of an inch, are subjected to a wide variety of tests in the waters of the SRDC test basins.

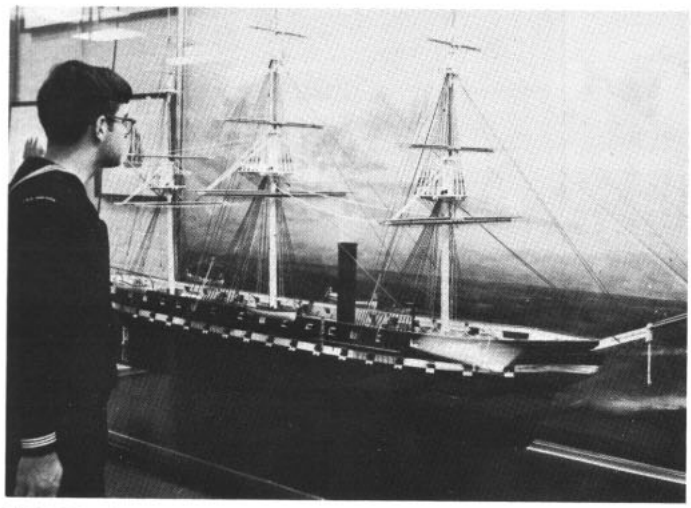
Wave-making machines subject them to furiously pounding wave action. Tests are conducted as to speed, maneuverability, critical angle before capsizing, amount of pitch, roll and yaw in heavy seas, and it is all fed into computers where test results are recorded.

Models may cost as much as $50,000 or as little as $1000. Test boats are tried out in the basin before the big ships are constructed. Working out the problems of a giant ship on a model before construction is considered to be the best and cheapest way, and results in savings of millions of dollars. It is an inexpensive way to avoid the risk of building a ship that won't perform as required.

Even as the ships, which are the first of their type, are being built, tests continue on the prototype model to make sure that the basic advantages in structural strength, propellers and ship design are incorporated.

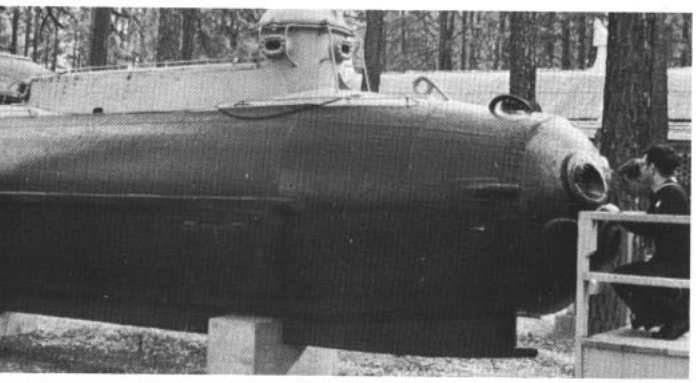
—Hoyle A. Taylor
Chief Journalist, USNR (Ret)

Museum visitors relax by old guns.



PH2 F. Toedtman inspects transatlantic steamship.

Norfolk Liberty Makes History



Two-man Japanese sub of WWII draws attention.

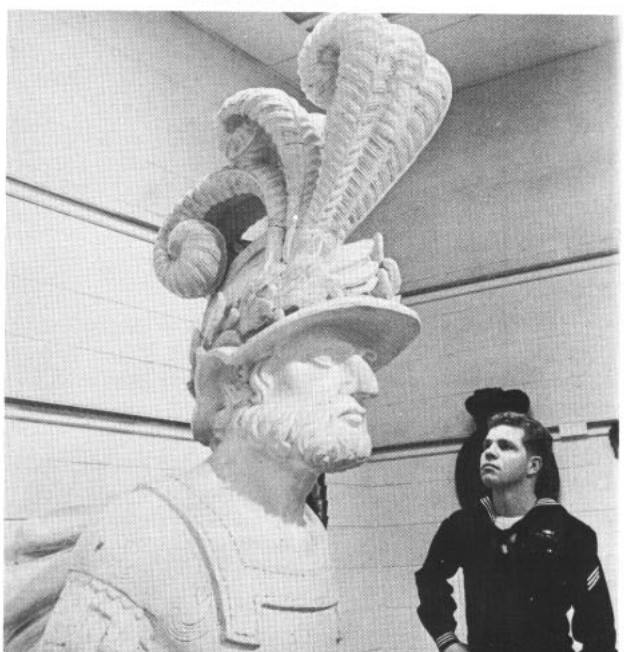
RECENTLY two crewmembers of USS *Amphion* (AR 13) took a voyage back in time and learned a lot about the "good old Navy days."

They were Photographer's Mate 2nd Class F. Toedtman and Seaman Pat Cook. The medium they used was a visit to the Mariners Museum while they were in port at Norfolk, Va.

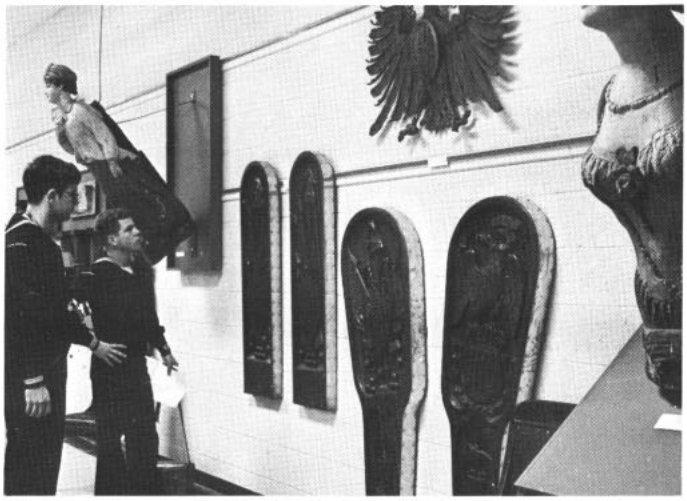
The Mariners Museum, salted with an international flavor, has been visited by millions since its founding in 1930 by Arthur M. Huntington. Located at Newport News, Va., it contains a history of man's conquest of the sea—past and present.

Eight galleries open to the public contain small arms and weapons and other naval artifacts, as well as models

SN Pat Cook inspects figurehead.



Eagle is from steam frigate Lancaster.



USS Amphion sailors admire wood carvings from ships past.

Come Alive

of submarines, ancient men-of-war, and the *Monitor* and *Merrimack*. The story of whaling is told.

The age of sail comes to life in paintings and models of square-riggers, schooners and sloops. Steamships are well represented in the model department as well as in one of the largest pictorial collections in the country.

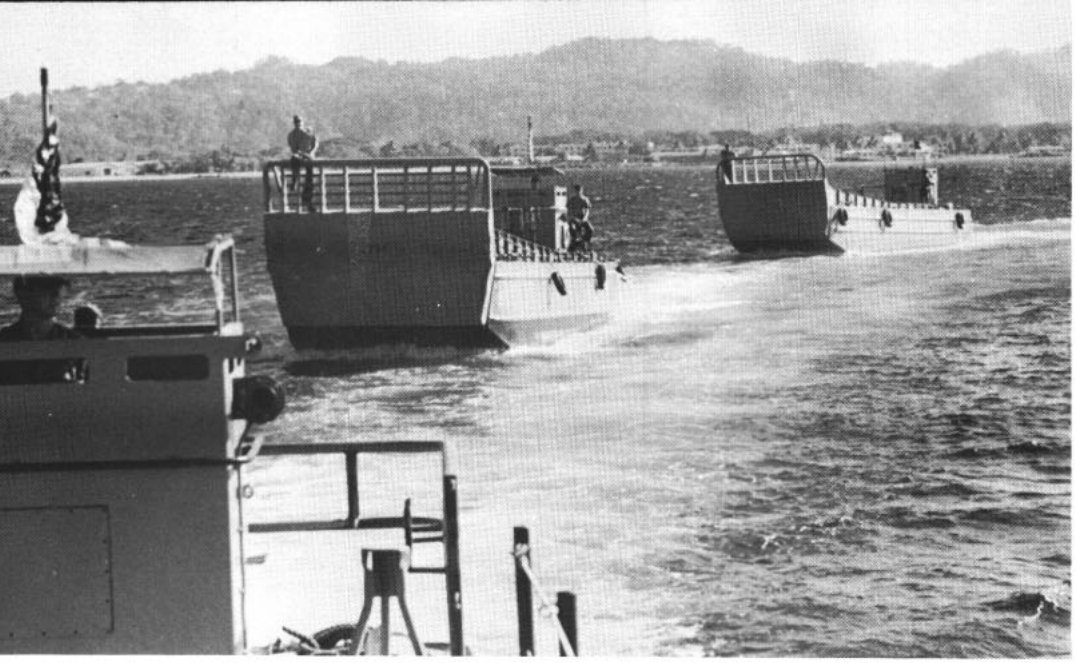
There is a collection of small boats from around the world in an outdoor exhibit.

A library of over 46,000 books and pamphlets, 3000 ships' papers, 6000 maps and charts and 150,000 photographs makes the museum a center for research in maritime history.

—Photo Story by John Francavillo
Photographer's Mate, 2nd Class, USN

Wheel from 19th century steamship has a six-foot span. Below: Beautiful design on ship's figurehead is an eye-catcher in main gallery.

Models on display include Venetian and Roman ships.



Assault craft assemble in a circle and then head for the beach during practice run in Subic Bay harbor.

Away All Boats

As war movies show it, the amphibious landing is a colorful and exciting operation. Assault craft speed to the beach, ramps fall and Marines charge ashore, anxious to fight the enemy.

This stereotype sometimes is surprisingly accurate—as far as it goes.

Members of Assault Craft Unit One (ACU 1), who have key roles in the amphibious landings in South Vietnam, discuss the operations as seen from the Navy side of the beach.

Lieutenant (jg) P. A. Christenson, ACU 1 engineer officer, said that, for the record, "We transport troops, vehicles and equipment from ship to shore and shore to ship in support of amphibious operations.

"This may not sound very colorful, but it does have its share of hazards."

Quartermaster 1st Class Tom L. Pruitt, Petty Officer in charge of a landing craft, gives some examples:

"When we pull in to unload, we never know if the VC are going to be there. The landings are similar to those seen in the movies—except not every one is opposed."

At left: Assault boats deposit cargo on the beach during landing operation. Below: Back to the LSD to be reloaded with equipment for another trip to the beach.

Pruitt has found that the LCUs routinely find danger during runs up the rivers. "The VC have quite a few tricks. One of their favorites is to dig a hole into the side of a bank, and then climb in and cover themselves.

"When we come by—up goes the cover and they fire away."

Pruitt continued:

"While underway at night, we must be on the lookout for frogmen. We usually drop percussion grenades every hundred yards or so to discourage enemy swimmers with ideas about attaching explosives to our hull."

Pruitt added that sandbars give the landing craft trouble. "If we get hung up on one, it could take anywhere from five minutes to five hours to get off. In such a situation, we're like sitting ducks."

Assault Craft Unit One, headquartered at Subic Bay in the Philippines, currently has three detachments assigned to South Vietnam. Detachment *Alpha* is operating from the amphibious transport dock uss *Duluth* (LPD 6) and the dock landing ship uss *Fort Marion* (LSD 22).

Detachment *Bravo* is working from uss *Ogden* (LPD 5) and uss *Monticello* (LSD 35).

The third Vietnam deatchment, Charlie, is assigned to the Naval Support Activity at Da Nang. This unit runs supplies to I Corps outposts.

—Tony Kausal, JO3, USN.

NEW ON THE RIVER—Command and Control Boat (CCB) serves as headquarters for Navy and Army commanders.

River Assault Flotilla One

SEVERAL improved U. S. Navy boats are now operating in Vietnam's waterways. The boats are special designs for River Assault Flotilla One, the Navy component of the Army/Navy Mobile Riverine Force operating in Mekong Delta.

A modernized monitor gunboat is the "heavy" of the improved trio. Carrying 105-millimeter howitzer armament in a tank-type turret rather than the 40-mm cannon found on the previous model, the 60-foot assault boat is the most heavily armed craft of its size in the Navy. In addition, it packs 20-mm cannons, 40-mm automatic grenade launching equipment, and several 7.62-mm machine guns.

Another improved model in the Navy river fleet is the updated command and control boat. This afloat command post for Army and Navy field commanders contains a larger and more efficient communications center which boasts air-conditioning to protect the electronic equipment from the ravages of Delta heat and humidity.

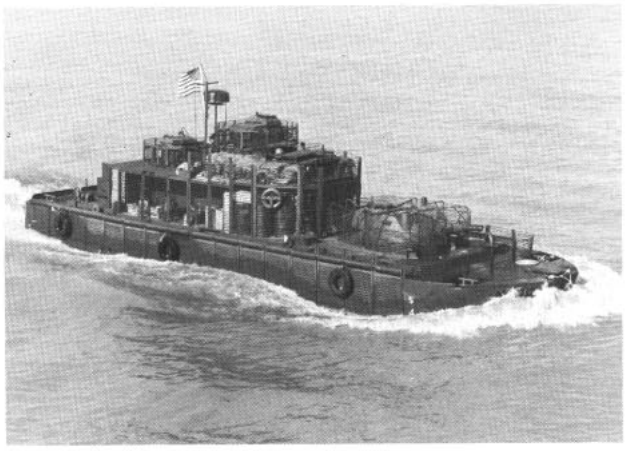
It is armed with 20-mm cannons, 40-mm grenade launching equipment, and assorted machine guns.

The newest version of the armored troop carrier also has arrived in Vietnam. It is armed with 20-mm cannon, 50-caliber machine guns, 40-mm grenade launchers, 7.62-mm machine guns, and shotguns.

It has a slightly larger flight deck than previous models.

All of the improved boats are protected by bar trigger armor, a grating of thin steel rods, which covers the more vulnerable portions of the boats. The grating detonates rocket and recoilless rifle rounds prematurely, spending much of their force before they strike the boats' heavy armor plate.

BIG GUN—Improved monitor totes 105 howitzer. *Rt:* Improved model of armored troop carrier (ATC) cruises river.



1969 Career Motivation

LAST MONTH ALL HANDS made its first report on the 1969 Career Motivation Conference and the workshop study that preceded it. The conference was held in early March at the Naval Air Station, Patuxent River, Md., with senior representatives from major sea and shore commands in attendance.

Its mission was to study ways and means of motivating Navymen toward a service career.

Vice Admiral Charles K. Duncan, USN, Chief of Naval Personnel, welcomed the members of the conference, which was held under the sponsorship of the Chief of Naval Operations, Admiral Thomas H. Moorer, USN.

Mr. James D. Hittle, the newly-appointed Assistant Secretary of the Navy (Manpower and Reserve Affairs), attended the closing session as representative of SecNav John H. Chafee.

"Retention is at the core of Navy life, as it reflects attitudes, morale and the way we do our job in looking after our people," said Asst. SecNav Hittle. He emphasized the importance of personalized effective career counseling.

PARTICIPATING COMMANDS included Atlantic and Pacific Fleets; Cruiser-Destroyer Forces, Atlantic and Pacific; Submarine Forces, Atlantic and Pacific; Naval Air Forces, Atlantic and Pacific; Mine Forces, Atlantic and Pacific; Amphibious Forces, Atlantic and Pacific; Service Forces, Atlantic and Pacific; and Training Commands, Atlantic and Pacific.

In addition there were senior representatives of the Naval Air Training Command; U. S. Naval Academy; Naval Postgraduate School; Naval Training Center; Naval Officer Candidate School; First, Fifth and Ninth Naval Districts; the Naval Schools Command; and the Chief of Information.

The conferees, who were listed in last month's report, were divided into three panel groups for intensive study into the areas of personal communications, career considerations and personnel welfare. The specific recommendations developed during the conference are being submitted to the Chief of Naval Personnel for his consideration and approval by higher authority where required. Some of them can be approached at the unit command level; still others require extensive effort and coordination at the headquarters echelon; and others require effort at all levels. They focus the attention of the fleet on the Navy's recognition of certain problem areas and the sincere efforts being made to effect changes and improvements which will motivate the Navyman, enlisted and officer, to a naval career. Among them are ways to:

- Improve internal communications and better inform Naval personnel of their career opportunities, rights, benefits and privileges.
- Establish an organization to assist commands in stimulating career motivation, including provision for improved career advisory service.
- Establish a meaningful sea pay.
- Improve personnel management.
- Improve administrative practices in family support areas, for example—household effects damage claims, and so forth.
- Improve education opportunities and align with career patterns.
- Improve and increase housing ashore and ship habitability.
- Improve legal and medical services.
- Improve use of recreational facilities.

Future issues of ALL HANDS will treat specific recommendations separately as they are executed.

Career Motivation Conference
Below: VADM Charles K. Duncan (left), Chief of Naval Personnel, served as host. To his left are RADM H. L. Miller, Commander of the NATC, and RADM R. R. Crutchfield, Assistant Chief for Plans and Programs, BuPers. Top Right: Personnel Welfare Panel. Lower Right: Personal Communications Panel.

Conference

Here are excerpts from the keynote speech of the Chief of Naval Personnel to the 1969 Career Motivation Conference.

ADVERSE TRENDS in retention continue to persist in spite of the considerable efforts we have made to date to reverse them. It is true that external factors over which we have little or no control contribute significantly to these trends. Nevertheless, a review has shown that all possible worthwhile actions may not as yet have been taken.

Higher retention will result from better motivation. The first task is therefore to create an environment conducive to motivating our people toward career service. Such an environment must, of course, be credible, and must have the full support of the entire Navy.

The theme of the conference is *Career Motivation: Challenge to Leadership.* We in the Navy look with pride upon Navy accomplishments and victories brought about by superb leadership—and rightly so. Certainly, the basic principles of good leadership are immutable. We should not, however, overlook possible shifts in leadership emphasis that may be essential to keep our leadership techniques current and effective.

• First, in this time of increased specialization, supervisors must rely on others to a far greater extent than ever before in order to arrive at sound decisions, and get the job done efficiently. Second, we now have more intelligent, better educated men. These men ask probing questions; they will not follow blindly. The personal commitment will not come because of the leader's position; it must be generated by him as an individual.

• The commander, officer or petty officer who expects effectively to motivate his subordinates must relate to them in terms beyond his formal authority. We must emphasize a more personalized attention to the individual, and actively enlist the support of our officers and men in achieving clearly defined goals.

It is equally important that we understand what has not changed in leadership principles, and which cannot change if we expect to fulfill all of our obligations in the Navy.

• One leadership concept is valid today as it has always been—and that is the relationship between *responsibility, authority,* and *accountability.* These key elements of leadership form a trinity, no part of which we can allow to be absent or out of balance.

In any leadership situation, the first prerequisite is responsibility. This must be followed immediately by the authority required to complete the task.

These two concepts are well known—the relationship between "responsibility and commensurate authority of our leaders." The third element, accountability, is not nearly so well known, and is too often misunderstood, particularly outside of the Navy.

• An important adjunct to the authority, responsibility and accountability trinity is the element of prestige.

A program restoring the naval officer's and petty officer's self-confidence and image, by a series of actions filtering down from the top, will convince him the Navy intends positive support in this direction.

Prestige is a subtle thing which we substitute for monetary reward in the military service. It can only exist in an environment of authority. It is a personal characteristic that derives from the pride of true authority. It would seem that our basic problem is to restore to Navymen in positions of leadership a feeling that they have this authority, that it is recognized and that they therefore may enjoy the prestige which accompanies it.

• In my view, this prestige will accrue automatically to those leaders who are strong enough to delegate their responsibility and authority—those men who retain for themselves full accountability for the actions of those to whom they delegate.

One of the most important steps any of us can take toward the goals of career motivation is to make every effort to restore the naval officer and petty officer to their proud position, where accountability was expected and authority and responsibility recognized. The obstacles are great, and we seem to see the mores of our culture move farther away from the give and take of a responsible society. But we also see daily examples where enlightened leadership has produced the results that we seek.

• One element we seldom mention, but important to keep in mind, is the fun we can derive from the Navy. If we don't find some fun in what we're doing, we're not doing it right.

• Do not let current directives or ways of doing things keep you from relying on your best judgment and imagination in recommending remedial actions, or in proposing new ways to improve motivation.

• The main task now is to motivate quality people to seek a career in the Navy so that we will have a truly professional, dedicated career force. Officers and petty officers must feel this responsibility just as surely as the commanding officer for the ship at sea. Attesting to the fact that we have a motivation problem, is a deluge of correspondence from enlisted men and junior officers: men who cannot get the answers locally; whose request is arbitrarily held up; who have real personal problems no one in the command will listen to. When we cure this situation—when we attain a really professional career force, the always-present problem of personnel turnover and training new men will shrink to its proper size.

today's navy

Big Mama, Goodby

She was Big Mama of the carrier Navy.

She had survived a full turnover of 20-year men. She had seen more years of active service than any other carrier in U. S. history. Many thought she might make it to 30.

However, after a remarkable career which spanned 26 years, uss *Essex* (CVS 9) finally had enough. Big Mama has been deactivated.

First in a long line of carriers built for World War II service, *Essex* participated in nearly every major Pacific battle. She joined the Pacific Fleet at Pearl Harbor in 1943, took part in a surprise attack at Marcus Island, and thereafter worked the wartime Pacific as a support ship for amphibious landings and as a mobile base for air strikes.

In 1947, she was taken out of commission and placed in reserve, but four years later was recommissioned with a new and longer flight deck and a new island superstructure.

Essex made two action cruises off Korea with Task Force 77, and then in 1956 came out of the yards at Seattle looking smart with an angled flight deck, hurricane bow and new second deck edge elevator.

Essex moved to the Sixth Fleet to support the 1958 landing at Lebanon, and after returning to the Pacific worked the Taiwan Strait with the Seventh Fleet.

In 1960, after conversion to an ASW carrier, she was assigned to the Atlantic as a headquarters, mobile air base, and logistic support ship for a hunter-killer group under ASWFORLANT. In 1962, she helped enforce the quarantine off Cuba.

Essex began her final deployment —flight training in the Gulf of Mexico—on 3 Jan 1969.

On 1 February, a C-1A *Trader* cargo transport was eased down onto the *Essex* flight deck. It was the 145,315th—and final—landing aboard the old carrier.

The following day, the same *Trader* plane took off from *Essex* and landed elsewhere.

Reunion in Vietnam

Duty in Vietnam usually carries with it the inevitable family separations, but once in a while it can bring on a family reunion instead. Like the recent get-together of Master Chief Hospital Corpsman Joseph J. Atzert, USN, of Naval Support Activity, Da Nang, and his two sons.

Both yeomen 2nd class, Walter, 23, and Alan, 25, arrived in Da Nang in October and December, respectively.

Each volunteered for Vietnam duty and submitted separate requests for an assignment at their father's duty station last February. They hoped for a chance to serve with their dad before he retires from active duty in three years.

"Alan and I knew that we would eventually draw a tour in Vietnam, so we decided to make the best of it by requesting duty here while Pop was still around," said Walter.

Chief Atzert, who has been in this country since June 1968, is the enlisted personnel administrative assistant at the Support Activity's Station Hospital. While the assignment of Walter and Alan to Da Nang may have made for an uncommon situation, it did not come as a surprise, as the three have been planning the reunion for nearly a year.

"We've been a Navy family for as long as the boys can remember," said the chief.

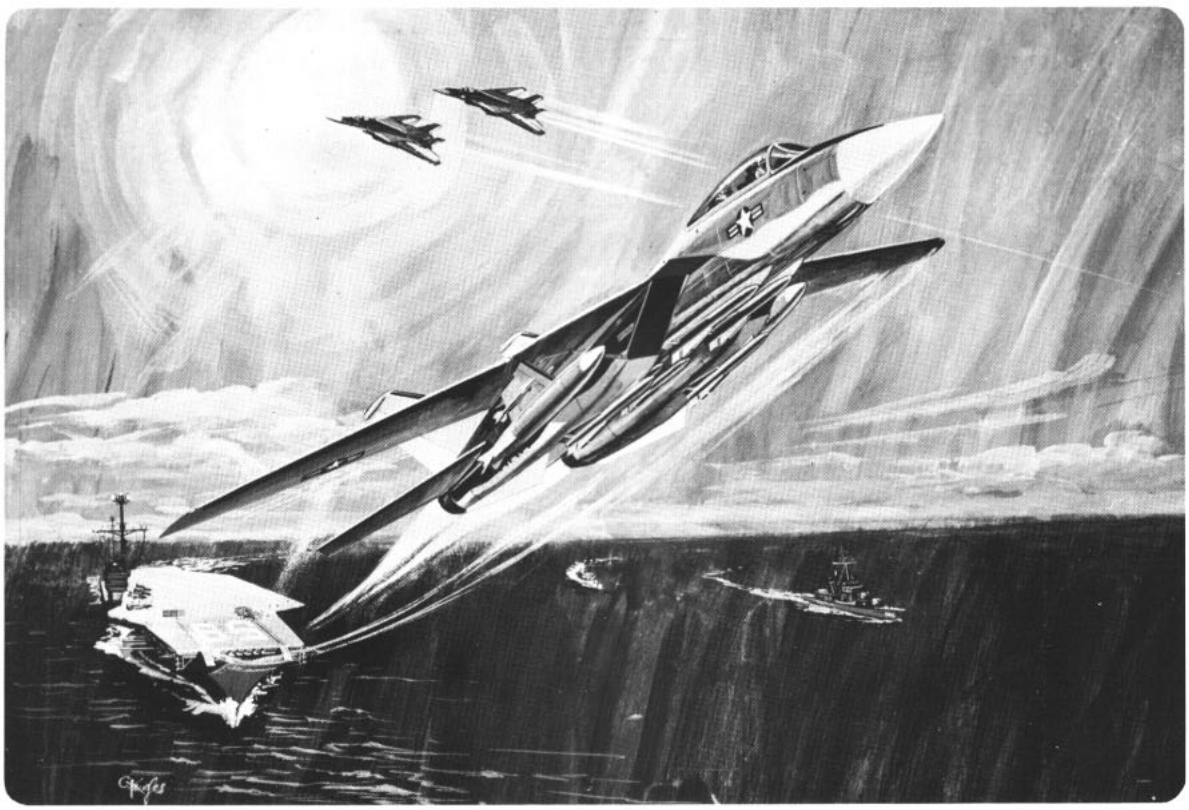
Although his sons refer to him as probably one of the best career counselors in the Navy, they admitted that simply having been around the Navy for so long was probably what made them enlist.

—Robert Parvin, JO3, USN

MUCH DECORATED—Petty Officer 1st Class Robert Seaman is presented the Distinguished Flying Cross, Bronze Star and his 20th, 21st and 22nd Air Medals by RADM H. J. Trum, III, in ceremonies at NAS Whidbey Island.

FOR VIET ACTION—LT Charles J. Cox receives Silver Star from VADM J. V. Smith aboard *USS Benewah*. Cox earned the award while leading a column of assault craft in operations on Vietnam rivers.

NAVY CROSS—RADM Leo McCuddin, himself a Navy Cross winner, presents the award to Carroll Dutterer, BM1, who earned it during a riverine operation in Vietnam.



A NEW BIRD—Artist's conception shows Navy's new F-14A swing-wing supersonic aircraft leaving carrier. The F-14A will replace the F-4 Phantom II.

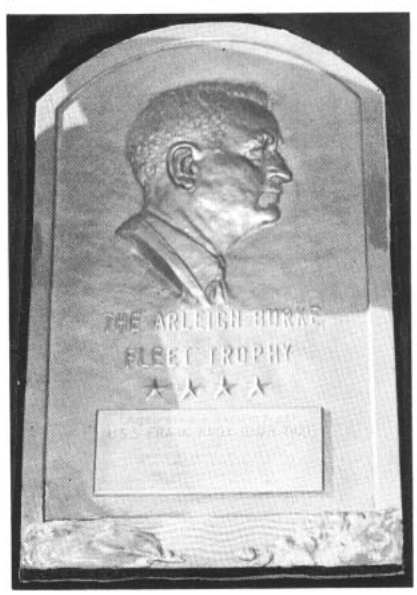
Blandy Takes Atlantic Arleigh Burke Trophy

If the men of the destroyer USS *Blandy* (DD 943) appear to walk a little smarter, stand a little straighter and smile a little more broadly than do other sailors along the eastern boardwalks, they do so with justifiable reason.

They are the recipients of the 1969 Chief of Naval Operations Arleigh Burke Fleet Trophy, awarded annually to one ship or aircraft squadron in the Atlantic Fleet that demonstrates the greatest improvement in battle efficiency during a competitive year. A similar trophy is awarded in the Pacific Fleet.

The destroyer crew also topped all competition to earn the CINCLANTFLT Battle Efficiency "E" and the Operations Department "E" awards, although eight months of their competitive year were spent with the Seventh Fleet in the South China Sea. While there, *Blandy* served with Destroyer Division 21 off the coast of Vietnam.

In January, she entered the Philadelphia Shipyard where her antisubmarine warfare equipment is being modernized. Early next year she will rejoin the Fleet and once again compete for the Arleigh Burke Trophy.



Knox Represents Pacific as Winner of Burke Trophy

The destroyer USS *Frank Knox* (DDR 742) has received the Arleigh Burke Fleet Trophy for improvement in battle efficiency. Not bad. Especially in view of the odds. Consider these entries in the diary of *Frank Knox:*

18 Jul 1965 – Ran aground on Pratas Reef. En route South Vietnam to Taiwan. Extent of damage unknown.

24 Aug 1965 – Refloated. Emergency repairs at Kaohsiung, Taiwan. Damage appraised. Verdict: extensive. Proceeding to Ship Repair Facility, Yokosuka.

13 Oct 1966 – Sea trials. Restoration took 386 days. Recommissioning next month. Can't wait.

3 Dec 1966 – Arrive San Diego. Begin normal operations. Good to be back.

20 Nov 1968 – Received Arleigh Burke Trophy today. Still have what it takes. Not bad at all.

Intrepid Comes Home

As far as they were concerned, it was one of the warmest welcomes ever enjoyed by a returning warship as families and friends of USS *Intrepid* (CVS 11) crowded pier 12 to welcome daddy home.

The crowd extended as far as the eye could see. Many of the families had been there twice before, but were no less enthusiastic.

Wives and kiddies waved posters that were appropriate to the occasion—and carefully worded so the men on board could spot their families in the crowd.

Intrepid's return to Naval Station Norfolk last February followed her third consecutive deployment to South Vietnam. Including travel mileage and operations in the Tonkin Gulf, the ASW carrier logged more than 90,000 miles (roughly equivalent to four trips around the world) during the eight-month deployment.

These were some of the scenes at pier 12 the day she returned to her homeport.

—Text and Photos by
Toby Marquez, Ensign

When USS Intrepid (CVS 11) returned to Norfolk from an eight-month deployment to South Vietnam, she was greeted by an enthusiastic crowd on pier 12. The pictures here show some of the greeters.

Great Going for Grapple

If USS *Grapple* (ARS 7) were a 25-year-old people-type instead of a salvage ship, she would have been able to write up enough about her experiences to fill a good-sized book. But since she is, after all, a busy, seagoing vessel, ARS 7 must content herself with memories and leave the writing to others. She's now in her second quarter century.

Grapple was commissioned in December 1943—the first in a group of new ships designed for salvage work.

By July 1944, *Grapple* was in the midst of combat operations at Guam, pulling stranded landing craft off the beaches and repairing damaged vessels.

The following September, she did a repeat performance at Peleliu and, while under fire from enemy shore batteries, she laid mooring buoys and gave first aid to a mine-damaged destroyer escort. Three months later, she pushed on to the Leyte Gulf for more salvage jobs.

When the Philippines were invaded, *Grapple* did a sufficiently good job that she was awarded a Navy Unit Commendation. Nevertheless, in August 1946 she was decommissioned at San Diego.

She returned to her life's work in 1951 when hostilities broke out in Korea. She sailed with British units of the United Nations fleet and, at Ullong Do, she abandoned her salvage role to serve as a floating laboratory for Navy doctors laboring to stem a typhoid epidemic.

During a patrol one night in August 1952, shore batteries below Wonson opened up and lobbed a projectile into her side below the waterline.

She was lucky. Although the Pacific Ocean poured through the six-by-15-inch hole, the shell hadn't exploded. Damage control parties did their job and *Grapple* recovered nicely.

After she left Korea, ARS 7 was assigned to salvage jobs in the mid-Pacific and, in 1953, '55, '56 and '57, she made late summer cruises to the Arctic Circle to repair and supply Fleet units stationed there.

About the time *Grapple's* crew sliced her 23rd birthday cake, she began salvage and rescue operations in Vietnam and, during the following two years, assisted in the salvage of five ships.

On her silver anniversary, *Grapple* was in good health and working hard. She seems happy that way.

TOUCH DOWN—*Sea Knight* lands on *USS Tripoli* (LPH 10) as a blue shirt stands by with wheel chock and chain during operations with 7th Fleet.

Flight Ops on Tripoli

It's still dark on the flight deck of USS *Tripoli* (LPH 10), as her men begin a full day of flight operations off South Vietnam.

Aircraft are spotted, fuel lines checked and crash equipment tested. Much has to be done before the helicopters are ready to go.

The men in Primary Flight Control, high above the flight deck, are busy checking the many radios and emergency communications systems.

The yellow-shirted LSEs (Landing Signal Enlisted) have the blue-shirted aircraft handlers busy spotting the first launch. Purple-shirted fuel crews are refueling the aircraft.

Below decks, the Marines of the Battalion Landing Team are getting ready to board the helos.

As launch time draws near, the word is passed to start the engines and engage rotors. Final tests are made.

The Marines are loaded; the Flight Deck Officer gives the signal; and the LSE sends the first wave of whirlybirds on its way to the beach.

Now the flight deck crew has just five minutes to spot the helicopters for the second wave and get them loaded and ready for the third and following waves.

There will be as many as 15 waves that the flight deck crew must launch, recover, refuel, and reload for launching in the course of the first two hours of daylight.

Once the men are ashore they will depend on the carrier for all supplies and replacements. The wounded will be brought back to the ship for treatment within a matter of minutes after being hit.

Evening's darkness will not slow the work on the flight deck. If there are aircraft in the air they will be brought down by an LSE dressed in a flight suit rigged with lights. He will be using a pair of flashlights with red and green lenses to give the pilot visual right and left.

After all the aircraft are back on board, the flight deck crew will have to respot the helicopters to get ready for the morning launches. It's a continuous cycle.

$10,000 VRB

And the beat goes on as a $10,000 variable reenlistment bonus was paid recently to Fred D. Gorham, a machinist's mate 2nd class after returning from sea duty, at Quonset Point, R. I.

It was the first reup for the 29-year-old Gorham, veteran of seven years' service, who signed a contract for six more years.

Under the provisions of the VRB program, which offers extra cash as a reenlistment incentive for certain specialist ratings in the Navy, Petty Officer Gorham was authorized to receive four additional bonuses beyond the amount of the first reenlistment amount of $2000.

And the VRBeat goes on . . .

New Flight Trainer

A new training device that simulates actual carrier landings better than any previous models has been installed at Training Squadron Four, in Pensacola, Fla.

The new trainer allows the student pilot to experience all the sights and movement of his plane, the sea, and the carrier—all within a 27-by-35-foot classroom.

Flight controls and an instrument panel from an actual T-2B trainer aircraft are used in the unit, along with a projected image of a *Forrestal*-class carrier. The life-size carrier image is created from a four-foot model through the use of advanced optical pickup, a high-resolution TV system and an intricate image display system.

Student pilots are "catapulted" from the carrier deck, fly the plane out of sight, turn around, locate the carrier from as far as six miles out, and land.

Optical, electronic and mechanical devices used to simulate the action are so designed and coordinated that the unit is accurate to within two feet from as far as six miles out to touchdown.

The imagery is made possible through development of lightweight, spherical plastic mirrors. Three such mirrors simulate a 240-degree view of unlimited seascape, and allow the pilot to rotate his head freely without losing the scene, which appears three-dimensional rather than flat.

A computer accepts inputs from the plane's flight controls and directs the carrier model, the visual generation equipment, and cockpit motion. The cockpit and visual presentation are mounted on a platform which moves to simulate aircraft pitch and roll.

Instructors can control the plane's glide slope angle, wind direction and velocity, carrier speed and visibility effect. They also can turn calm seas to rough, changing the roll and pitch of the carrier.

A TV monitor presents to the instructor the same scene that the pilot sees. Flight path deviations are recorded on a paper tape to assist in scoring the student pilots as they learn to control the aircraft by use of instruments, visual cues and "seat-of-the-pants" feel.

New Type Target May Hit Bullseye

Future missile and gunnery marksmanship of Fleet aircraft and ships may be sharpened through the use of a newly invented surface target.

Called the Self-Inflating Surface Target (SIST), it was developed at the Point Mugu Pacific Missile Range and Center primarily for testing air-to-surface missiles. But, because of its low cost production, the target appears equally attractive for shipboard gunnery practice.

Made of a brightly colored plastic polyester material, the target comes in a variety of sizes in a pyramidical shape with edges measuring up to 20 feet long. Self-inflation is achieved through a long, flexible plastic tube that extends from the center of the target base. At the end of the tube is a weighted airscoop.

When used as a missile target, the SIST is packed accordion fashion and placed in a canister which is attached to the aircraft bomb rack. For deployment, the pilot pulls a release pin, allowing the weighted airscoop to drop, and pull the target out of the canister.

Air entering the airscoop during descent passes up the tube and fills the target like a balloon. Then, when the target hits the water, the air is trapped and compressed by the water rising in the tube, thus inflating the target.

Aboard ship smaller targets, six- to 12-foot models, are inflated by directing the airscoop into at least a 10-knot wind. Once inflated, they are simply dropped into the water ready to be shot at.

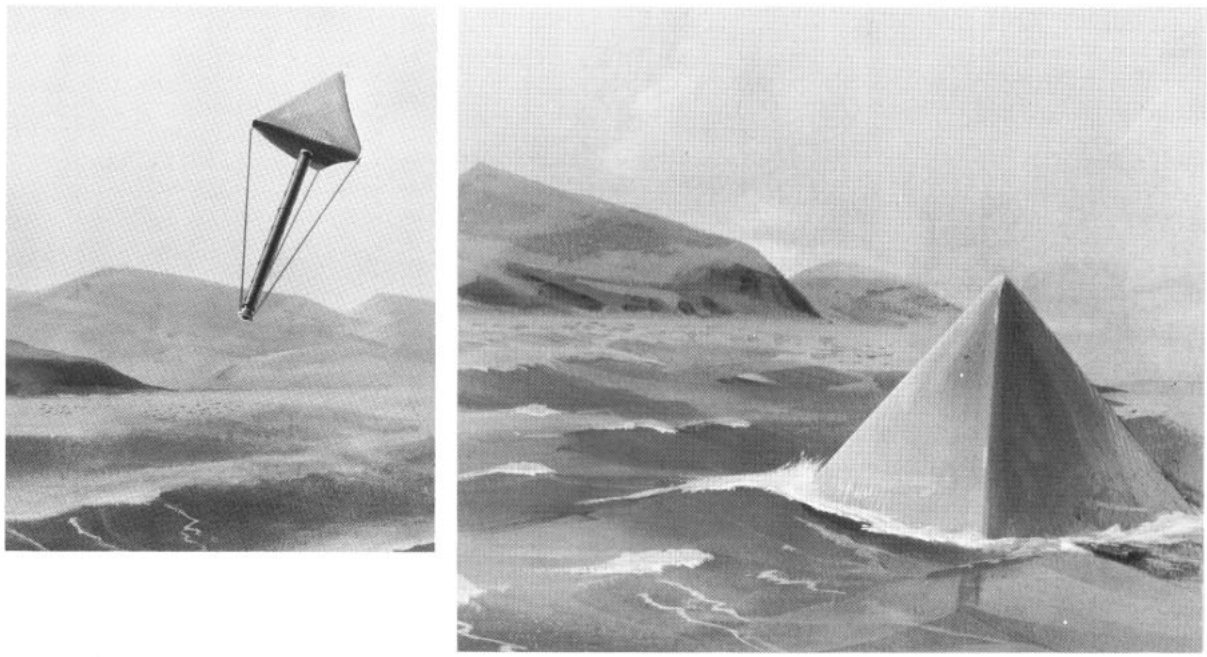
Tests of the novel target are being made by Fleet surface and air units from San Diego and Roosevelt Roads, P. R. One 20-foot target, deployed from a helicopter at 10,000 feet, was observed clearly at a slant range of 10 nautical miles.

The estimated production cost of the SIST is under $300 per target, including packaging. The approximate cost for the foam-filled, steel sectional barges presently in use is $8000.

Use of the larger target offers other advantages. A barge, for example, must always be towed to the target area, therefore presenting a hazard to navigation. The SIST is either carried to the area or dropped into the area. To qualify as an anchored vessel, a barge must comply with marine safety regulations and carry lights, black shape display, foghorns and the like. In addition, a barge is normally under radar surveillance as an added safety precaution should it slip its mooring. On the other hand, the plastic radar reflective coated target need not be recovered; therefore, it presents no hazard to navigation, nor does it require attendance.

Inventor Raymond S. Daughenbaugh, an engineer at the Center, says there are other possible uses for the target. It could, for instance, be adapted for aerial supply drops either on land or on sea, or used as an active or passive position marker, or, in an emergency, serve as a raft for rescue operations.

ON TARGET – Artist concept shows new missile and gunnery target dropped from aircraft (left) and floating on surface (right). The airscoop inflates target and seas act as plug, trapping air in the bag.



ON WAY TO NEW RECORD — Aircrew Survival Equipmentman 1st Class Richard Spaulding steps off aft cargo ramp on an LC-130 Hercules aircraft, 12,500 feet over the Ross Ice Shelf near McMurdo Station, Antarctica. The leap broke the existing altitude jump record for Antarctica, also held by Spaulding, by a thousand feet. Spaulding is a member of the VXE 6 pararescue team.

Tripoli's Green House

Flowers are not grown in the green house above USS *Tripoli's* flight deck. Aboard LPH 70, it is the bailiwick of the air boss, whose most important working equipment is an unflappable disposition.

Although an even temper and an ability to remain calm in emergencies may be important tools in the green house, the air boss has others—radio circuits to communicate with the helicopter and flight deck personnel who hear his voice through the FM transceivers in their helmets.

Direct phone lines connect the green house with the helicopter direction center, the combat information center and the troop operations center. There is also a direct connection to the ship's wheelhouse.

During a major operation, the air boss and a phone talker will be on the job at least an hour before launch time as they make final checks on equipment.

Sometimes the green house job becomes too much for one team to handle so they are backed up by an assistant and another phone talker, but most of the time there is a steady flow of traffic which enables events to proceed at an even pace.

Tripoli's principal job is medical support of troops in Vietnam. During fighting ashore, her helicopters buzz off for the 20-minute round trip to the beach and back to the ship.

During such operations, the atmosphere in the green house may appear to approach orderly confusion because any delay in dispatching the helos or letting them land could have serious consequences for the wounded.

Air bosses, however, are men who know how to keep their cool. Most are helo pilots themselves who wouldn't get excited even if the ship lost all power. They would simply revert to the hand signals used in earlier carriers and wave their charges to a landing.

No sweat at all.

—Bill Galligan, PH1, USN

Plenty to Do at Pt Mugu

The Surface Craft Department of NAS Point Mugu, Calif., has heaved to for counting: Six aviation rescue vessels (AVRs), two harbor utility craft (YFUs), and 100 Navymen and civilians with plenty to do.

Located at the Construction Battalion Center, Port Hueneme, the SCD carries a catchall workload. Assignments range from support operations for the Pacific Missile Range — the primary mission — to weekend fishing excursions for sports-minded Navymen.

In-between jobs include search and rescue, escort duty, and passenger ferry runs between Port Hueneme and Santa Cruz and San Nicolas islands.

The sharp-looking AVRs (white hull, yellow deck, orange superstructure) are 85 feet long, make 21 knots, and are specially equipped for PMR assignments.

Before a missile is launched into SCD range waters, the AVRs are dispatched to warn ships in the target area to clear the range.

Two of the AVRs have homing devices which help to locate target drones, and 6000-pound hydraulic cranes which lift the drones from the water and gently lay them into a cradle on deck. One AVR can recover and safely stow four drones on one run downrange.

With its own maintenance, repair and overhaul shops, the SCD is open for business at all times, and at least one AVR crew is kept on 15-minute standby.

SLINGSHOT TEAM — PBR speeds along river in South Vietnam to stop flow of enemy supplies during Operation Slingshot while helo gives air cover.

Operation Slingshot

In South Vietnam, the Vam Co Tay and Vam Co Dong Rivers form the arms of a giant slingshot and reach toward Saigon—within 15 miles at one point.

With an open highway like that, it is small wonder that communists used the rivers to resuppply their battalions in the upper Mekong Delta and the lower III Corps Tactical Zone.

United States and Vietnamese forces, however, moved in to cramp the Viet Cong's style with what was appropriately called Operation Slingshot.

Navy PBRs of the River Patrol Force and armored assault support patrol boats patrolled the rivers as helicopters provided air cover and carried out strikes along the rivers.

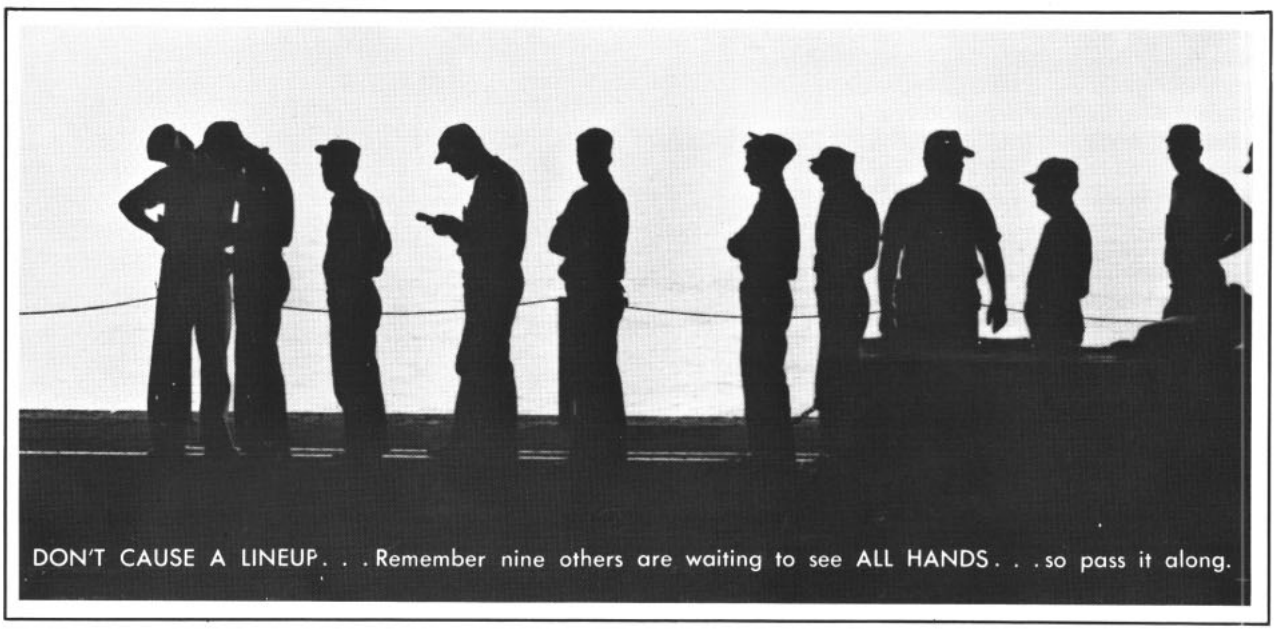
Heavily armored monitors of the Navy's River Assault Flotilla One took part in the operations as did armored troop carriers filled with U. S. and South Vietnamese fighting men.

The Army provided its *Cobra* helicopter gunships, spotter aircraft and heavy artillery as well as ground troops while the Air Force brought tactical air strikes to bear.

During the first few days of the operation, both sides skirmished to determine the intentions of the other. By the fifth day, the enemy was convinced Operation Slingshot was in earnest and stepped up his river ambushes to prevent disruption of his supply system.

After the shooting was over, the men of Operation Slingshot had what they had gone after. Ten enemy weapons caches had been uncovered along or near the Vam Co Dong River. Seven of them were concentrated within 25 miles of Saigon.

With United States and South Vietnamese forces regularly patrolling the Vam Co Dong and the Vam Co Tay Rivers, Charlie was minus one more route to Saigon.



bulletin board

Six States Now Award Bonus For Active Military Service

PENNSYLVANIA has become the sixth state of the Union to enact a Vietnam bonus law. The others are Illinois, Connecticut, Louisiana, Delaware and Massachusetts.

• **Pennsylvania's** bonus law authorizes payment of $25 per month for each month served in Vietnam with a maximum payment set at $750.

Those eligible for the bonus must satisfy the requirements for the Vietnam Service Medal and must not have renounced their citizenship. They must also have shown Pennsylvania as their place of residence on their service records and must have been honorably separated from active duty.

To obtain payment, applicants must attach their original DD Form 214 (Armed Forces of the United States Record of Transfer or Discharge) to their bonus request form. The DD Form 214 will be returned as soon as possible. Those who have lost their DD Form 214 may obtain a certified true copy from the National Records Center, GSA, 9700 Page Boulevard, St. Louis, Mo. 63132.

Although the bonus law is in effect in Pennsylvania, application forms are not yet available. The state expects to have a supply around 1 June and they will be available from the Adjutant General of the Commonwealth of Pennsylvania, Harrisburg, Pa. 17120.

• **Illinois** provides a $100 bonus for veterans who served on active duty after 1 Jan 1961 and who received the Vietnam Service Medal.

The state also provides a $1000 death benefit for the beneficiary of a serviceman who was killed in Vietnam or who died from Vietnam service-connected causes.

No death benefits will be paid, however, unless the deceased serviceman had resided in Illinois at least 12 months before he entered the service. The law imposes the same requirement on veterans who apply for the bonus.

If you are from one of the six states mentioned in the story above, this photo depicts only one of the bonuses you may receive. For state eligibility requirements see story.

Application for the bonus or the death benefit may be made to the Illinois Veterans Commission, Vietnam Compensation Fund, 221 W. Jefferson St., Springfield, Ill. 62704.

• **Louisiana** provides a bonus of $250 for its citizens who served on active duty in the Vietnam combat area between 1 Jul 1958 and a future date when the Vietnam campaign ends.

A $1000 death benefit will be paid to the survivor of a serviceman who was killed in Vietnam.

However, actual payment of this bonus is not authorized until the Vietnam campaign ends. Death benefit payments were authorized to begin on 1 Jul 1968.

Requests for information and applications should be sent to the Louisiana Department of Veterans Affairs, Vietnam Bonus Division, 150 North Third Street, Baton Rouge, La. 70801.

• **Connecticut** has a law which requires no Vietnam service to establish eligibility for the benefits it provides.

The law requires that an applicant be domiciled in Connecticut on 1 Oct 1967 and for at least a year before he entered the service.

Those who served on active duty for at least 90 days after 1 Jan 1964 are entitled to $10 for each month of service up to a maximum of 30 months or $300.

Servicemen who are still on active duty must wait before filing until they have served for 30 months and are eligible for the entire $300 bonus.

Honorably discharged Navymen may file for whatever bonus their service entitles them under the Connecticut law and their application must be accompanied by their original Release from Active Duty (DD Form 214).

Forms on which to apply for the bonus in Connecticut may be obtained from most town clerks, veterans' organizations and the Vietnam Bonus Division, State Treasurer's Office, 15 Lewis St., Hartford, Conn. 06115. Completed applications should also be mailed to the latter address.

• **Delaware** requires honorable service in Vietnam for at least 90 consecutive days between 5 Aug 1964 and the end of hostilities.

Navymen who are still in the service are also eligible for the bonus provided they served within the time frame prescribed for Delaware veterans and for at least 90 consecutive days.

The law requires the applicant to have been a resident of Delaware for at least 12 months before he entered the service.

Beneficiaries of deceased eligible veterans qualify in

the following order for death benefits: surviving husband or wife; surviving children (share and share alike), surviving parents (in equal shares) or person who stood in loco parentis.

Those eligible are authorized payment of $15 for each month (or major fraction thereof) of service in the United States or the District of Columbia. The maximum amount payable is $225.

Twenty dollars is paid to eligible applicants for each month of service outside the United States or the District of Columbia with a maximum amount of $300 authorized.

If the Veterans Administration determines a veteran has a 60 per cent or greater service-connected disability, he is entitled to a maximum of $300 regardless of service length.

Three hundred dollars is also paid to beneficiaries of veterans who died during their service as a direct result or in the course of duty in Vietnam.

Applications should be sent to the Executive Director of the Veterans Payment Commission, 1224 King St., Wilmington, Del. 19801.

• **Massachusetts'** Vietnam Bonus Law requires the applicants to have served at least six months after 1 Jul 1958 and to have been domiciled in the state for at least six months immediately before starting military service. Career men still in service must have had Massachusetts domicile at least six months before 1 Jul 1958, and may be required to furnish proof of continued residency.

Those who served outside the continental United States in the Vietnam area and those who are otherwise qualified are entitled to a $300 bonus, while those who served in the United States or elsewhere in the world than in Vietnam are entitled to receive $200.

There is a similar provision concerning death benefits paid to the survivors of a Massachusetts serviceman. The next of kin of a serviceman who dies while on active duty are eligible to receive $300. On the other hand, the survivors of a serviceman who dies after he is released from active duty are entitled to $200.

Applications for bonus and death benefits may be obtained from the Commonwealth of Massachusetts, State Treasurer, Bonus Division, Room 227, State House, Boston, Mass. 02133.

Commissioned officers still in service are not eligible for the bonus at the present time, as the DD Form 214 is required. It is expected that an amendment to correct this point will be offered at the next session of the legislature.

Special PO3 Exam Set for May

Normally, there is a six-month wait between advancement exams.

But not this year. Not for seamen, airmen, firemen and others serving in pay grade E-3.

Next month, on Tuesday, 6 May, a special Navy-wide examination for advancement to petty officer 3rd class will be held for all ratings.

Waivers of service time and time served in pay grade E-3, similar to those authorized participants in the February exams, are being granted. Candidates, however, must be serving in pay grade E-3 on the day of the exam.

Furthermore, individuals who do not have pay grade E-3 evaluations for the six-month period ending 16 Mar 1969, may use their E-2 evaluations for the same period, or they may have a special evaluation prepared as of 30 Apr 1969, at the discretion of their commanding officer.

All other requirements peculiar to regular examination requirements must be met at least by 6 May. They include correspondence courses, performance tests (such as typing), and either the military or leadership exam, as the case may be.

A reminder to those individuals who wish to become postal clerks or serve in the communications technician and radioman ratings: you must be U.S. citizens.

To increase the opportunity for advancement, those persons who took the February 1969 exam but have not yet received the results of that exam, may participate in the May testing. If, afterward, the candidate is authorized advancement as a result of the February examination, then the May exam will be invalidated.

The PO3 exam to be administered is Series 50.

List of New Motion Pictures Currently Available to Ships and Overseas Bases

Here's a list of recently released 16-mm feature motion pictures available to ships and overseas bases from the Navy Motion Picture Service.

Movies in color are designated by (C) and those in wide-screen processes by (WS).

House of Cards (WS) (C): Drama; George Peppard, Inger Stevens.

A Dandy in Aspic (WS) (C): Melodrama; Laurence Harvey, Mia Farrow.

Any Gun Can Play (WS) (C): Western; Edd Byrnes, Gilbert Roland.

Deadfall (C): Drama; Michael Caine, Giovanna Ralli.

A Flea in Her Ear (WS) (C): Comedy; Rex Harrison, Rachel Roberts.

He Who Rides a Tiger: Drama; Tom Bell, Paul Rogers.

The Devil in Love: Comedy; Vittorio Gassman, Mickey Rooney.

A Thousand and One Nights (C): Drama; Luciana Paluzzi, Jeff Cooper.

Bandolero (WS) (C): Western; James Stewart, Dean Martin.

The Murder Clinic (WS) (C): Mystery Drama; William Berger, Francoise Prevost.

Treasure of San Gennaro (C): Comedy; Harry Guardino, Senta Berger.

Ragan (C): Drama; Ty Hardin, Antonella Lualdi.

Far From the Madding Crowd (WS) (C): Romantic Drama; Julie Christie, Alan Bates.

Hellfighters (WS) (C): Action Drama; John Wayne, Katherine Ross.

Mrs. Brown, You've Got a Lovely Daughter (WS) (C): Musical; Peter Noone, Sarah Caldwell.

The Sand Pebbles (WS) (C): Action Drama; Steve McQueen, Richard Attenborough.

If You're Headed Overseas, Check Family Housing Available in U.S.

WHERE YOU HOUSE your family while serving an unaccompanied tour overseas is always a major concern. It could be less of a problem if you're interested in obtaining military public quarters, provided the family is flexible about the region of the country where they are willing to live.

The latest list of DOD military public quarters available describes accommodations at military activities in Kansas, Maine, New Mexico, Utah and Washington (see NavFacNote 11101 (CH 1) of 18 Dec 1968).

(A listing of adequate military quarters at various locations available to families of Navymen serving unaccompanied tours is published quarterly and sent to all Navy ships and stations. A copy is also included with orders issued for overseas assignments.)

Normally, once located at one of these locations, your family will be assured occupancy until they leave to rejoin you when you return from overseas. Otherwise, they will be informed *at the time of assignment to quarters* how long they will be permitted to occupy them.

If you pay rent for excess family quarters, you are entitled to receive BAQ and separation allowance. However, if you do not pay rent (that is, if the housing is operated by the military department as public quarters) then you should expect to forfeit both.

The list of quarters below represents housing not needed by military personnel assigned to duty in the area of the given activity; therefore, assignments will be made on a first-come, first-served basis.

To apply, either you or your wife may make application directly to the commanding officer or family housing officer of the activity concerned. The application should include:

- Name, rank or grade, service, service number, and length of military service.
- Name of wife or other adult who will act as head of the family during the overseas tour.
- Names, sex and ages of other members of the family and the number of bedrooms required.
- The date housing is needed and, if known, how long it will be occupied.

When you receive permanent change of station orders to overseas duty, you may arrange, according to *Joint Travel Regulations,* to have your authorized weight in household goods transported at government expense to any location of your choice in the U. S.

Transportation of your dependents is also authorized at no cost to you as long as you qualify and provided a similar expense has not previously been allowed under the same PCS order. If you do not qualify for either government-cost household or dependent transportation, then the expense of the move is yours.

Housing for your family is available in five states if you are scheduled for an unaccompanied overseas tour of duty.

HERE IS THE LIST by state and activity of the quarters available for which you may apply:

Kansas—Schilling Air Force Base at Salina has 215 family quarters for officers, including 19 two-bedroom, 154 three-bedroom and 42 four-bedroom units. Enlisted family quarters available include 139, 343 and 38 two-, three- and four-bedroom units, respectively. These Capeharts are normally available after a waiting period of from 30 to 45 days but have no restrictive time limits on occupancy. Apply to the Family Housing Manager, Schilling Manor Sub Post, Salina, Kans. 67401; phone: 913, TA5-1112, Ext. 1113.

Maine—The Bangor Housing Authority in Bangor has 80 three- and four-bedroom Capehart units available for which forfeiture of BAQ and separation allowance is not required. This housing is offered on a rental basis. Your application will be accepted by the Manager, Bangor Housing Authority, 26 Downeast Circle, Bangor, Maine 04401; phone: 207, 942-0095.

New Mexico—The Roswell Housing Authority in Roswell also has rental units available which do not

require the forfeiture of BAQ or separation allowance. Open to both officer and enlisted families, these Wherry dwellings, of 101 two-bedroom, 204 three-bedroom and 14 four-bedroom units, are located six miles north of Roswell.

They are available until 31 Jul 1970. Although there are no exchange, commissary or medical facilities at the development, stores, doctors, churches and schools are located in nearby Roswell. School buses are provided for children. To apply, contact the executive director, Roswell Housing Authority, Roswell, N. Mex. 88201; phone: 505, 347-5461.

Utah—At the Defense Depot in Ogden, 100 apartments are available. Four of the six apartments which may be assigned to officer families, and two of the four enlisted apartments are three-bedroom units. All others are two-bedroom units. Application should be made to Director, Installation Services, Defense Depot, Ogden, Utah 88401; phone: 399-7011.

Washington —One two-bedroom unit is listed available to an enlisted family at Indian Island Annex, 30 miles north of the Naval Ammunition Depot, Bangor. Situated in an isolated, rural area outside the circle of public transportation, this housing is located 14 miles from Port Townsend. Shopping and civilian medical facilities are available in Port Townsend. For emergency medical treatment, a first aid station is operated at the annex. Nearby public schools provide bus service for children through the 12th grade. Submit application to the Housing Officer, Quarters "G", NAD Bangor, Bremerton, Wash. 98314; phone: 206, 478-5293.

Also in Washington State, three miles southeast of Moses Lake, is a Capehart housing development which offers at no forfeiture of BAQ or separation allowance 131 three-bedroom rental suites to both officer and enlisted families. Shopping facilities and junior and senior high schools are available in Moses Lake. A kindergarten and elementary school are conducted at the Port of Moses Lake Housing Division. The nearest exchange and commissary facilities are at Fairchild AFB, 110 miles away. Apply to Port of Moses Housing Division, Port of Moses Lake, Wash. 98837; phone: 509, RO 2-5541.

Keep in mind that all excess accommodations listed above are available on a first-come, first-served basis. However, through corresponding with the activity in which you are interested, they should be able to project some idea when accommodations will be available if all units are currently occupied.

Looking for a Job After Retirement Or Release from Active Duty?

Officer and enlisted college graduates scheduled for separation from the Navy—including retirement or transfer to the Fleet Reserve—are reminded of the job opportunities listed in the *College Placement Annual* for 1969.

This annual, distributed to each ship and station and to major libraries throughout the Navy, lists alphabetically the names, addresses and employment needs of 2000 corporate and local, state and federal government employers. Included are cross-indexed listings of these employers by occupation and geographic location, as well as articles which should assist the jobseeker in pursuit of his career goals in private industry or with the government.

Civilian employment assistance is also available to college graduates through the Graduate Resume Accumulation and Distribution.

Participants should, however, use a GRAD resume form. Brochures containing a reply card for ordering a GRAD resume form and more information about the system may be requested by commands from the Chief of Naval Personnel (Pers G224), Navy Department, Washington, D.C. 20370. Brochures are available in sufficient quantity for distribution to college graduates being separated, retired or transferred to the Fleet Reserve.

Additional copies of the *College Placement Annual* for 1969, to be used for counseling purposes, may also be requisitioned in accordance with NavSup P-2002, Stock List of Forms and Publications.

New JAG Device Is Symbolic

It's called a Mill Rinde—that new Judge Advocate General Corps center device worn by naval legal assistance officers. Unless you're a student of heraldry, you may not have guessed.

Look at each element that makes up the insignia and you should see immediately its significance.

The two gold oak leaves curving to form a semicircle symbolize two things—the strength of the hulls of early Navy ships constructed of oak timbers; and a counterbalance, such as the scales upon which justice is weighed.

Surmounted between the oak leaves is the mill rinde, sometimes referred to as the link or cramp of a millstone. Down through the years, this implement, centered in the lower of two millstones, has been used to bear and guide the upper millstone equally and directly in its course. In so doing, it keeps the stone tracking properly, thereby contributing steadiness equally to every part.

Use of the mill rinde as a juridical symbol was suggested as early as 1572 by author Bossewell, in his Workes of Armorie. He wrote that such a device "might conveniently be assigned and given to judges, justices and to such others who have jurisdiction of the law, as a sign, or token for them to bear in their arms This is to say . . . all judges are 'bounden' and tied in conscience to give equally to every man that which is his right." Other heraldry authorities have supported this concept, which led to its inception into the Navy.

Here in the United States, the Navy has had legal assistance officers on its rosters since the Civil War, but never as members of a distinct legal corps. Now it does, and its new Judge Advocate General Corps insignia handsomely reflects their profession.

All About

THE BASIC DIRECTIVE on the administration of proficiency pay has been revised.

BuPers Inst 1430.12I incorporates all the changes in pro pay rules, lists ratings and NEC codes authorized to receive the extra money, and helps to clarify certain points that have caused confusion.

The directive points out, for example, that men who are assigned to commissioning details may continue receiving their pro pay if otherwise eligible. Those who are assigned temporary duty away from their pro pay billets may also receive awards if they continue to use the skills on which the pro pay is based.

The Instruction also defines conditions under which you may receive awards if not actually serving in a command-authorized pro pay billet. If you're attending a school which relates directly to your pro pay specialty, for example, or are in training for some assignment in that specialty, you may be allowed to continue the awards.

Also, in certain instances, pro pay may be awarded from the time your commanding officer certifies you are qualified, rather than at some later date after the Bureau of Naval Personnel has recorded your award.

As authorized by the Secretary of Defense, proficiency pay is administered on the basis of two award categories, Specialty Pay and Superior Performance Pay.

The two award categories generally serve the same purpose, but have different administrative guidelines.

In order to receive Specialty Pay (P-1 $50, P-2 $75, or P-3 $100), you must meet set eligibility requirements, in addition to assignment in one of the rating/-NEC codes listed on page 47. You must:

- Be a career petty officer (E-4 through E-9) on active duty other than active duty for training. By definition, "career" means "has served, or is obligated to serve, seven or more years' active duty." Service in all branches of the armed forces, including Coast Guard, may be used in computing active service.
- Be recommended for pro pay by your commanding officer.
- Have completed at least 21 months of active service, which, if it includes any period of active duty for training, must be consecutive service. (Active service in any branch of the armed forces may be used to meet this requirement.)
- Have a minimum of six months' continuous active Navy service immediately before the award of pro pay. If you are discharged, you may reenlist within 90 days and still be considered eligible for pro pay under the continuous service requirements.

It is noted that retired personnel, Fleet Reservists and members of Reserve components may be eligible for Specialty Pay only while serving under an effective active duty agreement, and if otherwise eligible as specified above.

With regard to assignment within one of the authorized military specialties, BuPers Inst. 1430.12I is specific in its elaboration. The directive states that only those who are "considered qualified in an authorized military specialty and are assigned to and serving in an authorized military specialty billet reflected on the command's Manpower Authorization, and utilizing the skills of the military specialty," may be awarded pro pay. A billet is considered to be on the command's Manpower Authorization as of the date its establishment is approved by the Chief of Naval Operations.

You need not necessarily be in a billet for your pay grade, but you must be serving in a billet identified by the skill for which the award is authorized.

Note here that the *Manual of Qualifications for Advancement in Rating* (NavPers 18068 series) shows a number of ratings compressed at the E-8/E-9 level. The compressed ratings are not listed in the *Manual of Navy Enlisted Classifications* (NavPers 15105 series) as NEC source ratings. However, men involved in rating compression do not lose their previously assigned NECs. For example, a senior chief (E-8) interior communications technician with the NEC code IC-4724 who advances to master chief (E-9) electrician's mate under rating compression, may, if otherwise qualified, retain his IC-4724 code and be eligible to draw pro pay.

The *Classifications Manual* also contains a code relationship index which defines principal, component and related NECs.

If you are in the process of converting to another rating under an authorized conversion program, you

may be eligible for the award of pro pay if assigned an eligible pro pay NEC and assigned to an authorized corresponding billet.

However, if the rating to which you are converting is eligible for pro pay on a rating-wide basis, you may not draw the extra money until the change in rating is actually effected.

The requirement that you be assigned to and serving in a billet reflected on the Manpower Authorization may be waived while you:

- Attend a formal course of instruction directly related to your pro pay specialty while on duty, temporary duty, or temporary additional duty under instruction.
- Attend a formal course of instruction required to qualify you for special assignment in your specialty

Pro Pay

while on duty, temporary duty, or temporary additional duty under instruction.

- Serve on permanent change of station, temporary duty, or temporary additional duty while assigned to a precommissioning or recommissioning detail.

Commanding officers of service schools and training commands may authorize initial awards of pro pay to men attending courses or undergoing training which requires the skills on which the awards are based. However, all eligibility requirements must be met before the initial awards are made.

As specified in the new pro pay instruction, each award must be based on authorization for the recipient to be identified with the appropriate NEC or rating, or on certification of eligibility for the applicable NEC. Identification and certification of NEC eligibility must be accomplished in one of the following ways:

- The Chief of Naval Personnel, by endorsement on command recommendations, certifies NEC qualification. Upon receipt of a BuPers endorsement, credits of Specialty Pay may commence as of the date of command recommendation.
- An authorized training command makes a page 13 entry which certifies you have completed a course qualifying you for the pro pay NEC. (BuPers Inst 1220.24 series contains course listings.) You are recommended to BuPers for the NEC assignment. You then may be awarded pro pay effective the date you begin on-the-job service within the skill for which the award is authorized.
- The Chief of Naval Personnel records authorized NEC assignments in the enlisted master tape of the Naval Manpower Information System. The following accounting month, these NECs are reflected in the BuPers Report 1080-14 as primary or secondary assignments. If you had not established NEC award eligibility under one of the other methods, credits of specialty pay based on your NEC assignment (as reflected in your command's 1080-14) may begin on the first day of the accounting month provided, of course, you are otherwise eligible.

Exactly how long your Specialty Pay continues depends on how you perform in your specialty, and on your continuing eligibility. Specifically, pro pay is terminated on the date you:

- Fail to maintain eligibility or perform at a proper standard.
- Are reduced to a pay grade not eligible for pro pay.
- Commence confinement. (Note that loss of pro pay may not in itself be prescribed as a punishment.)
- Are detached for transfer to the ADCOP program, or to preparatory school as a candidate for the NESEP program, appointment to the Naval Academy, or some other program leading to a commission.
- Are assigned a billet or detailed to duties not requiring the skills on which your pro pay was based.

You may be in a transient or leave status of 90 days or less and not lose your pro pay. Also, if you receive some additional duty assignment which does not interfere with your principal duties, or receive temporary duty which requires the use of skills on which your pro pay is based, you may continue to receive awards. If your temporary duty does not require pro pay skills, the awards will be terminated after 90 days.

If you are assigned to duty under instruction, temporary or otherwise, and the course requires the use of your pro skills, you may continue receiving the awards. If your technical skills are not required, the pro pay is canceled after 90 days. However, if the school is required to qualify you for some special assignment in your pro pay specialty, the awards may continue.

Also, your pro pay may continue for up to 12 months while you are in a patient status.

If you are assigned to duty which results in reclassi-

fication of your pro pay rating or NEC, and the new rating or NEC is authorized Specialty Pay, you would continue receiving awards if otherwise eligible. During periods of retraining, the amount of your pro pay would be the same as you received in your old specialty, or the rate for the new specialty, whichever is lower.

Recertification for pro pay once awards have been terminated always depends on the circumstances. If you lose pro pay because of failure to maintain a desired level of performance, recertification for awards may not take place for at least six months. Pro pay lost

because of disciplinary action may be restored at the discretion of the commanding officer.

In all other cases of termination, recertification is governed by the original basic eligibility requirements.

If your designated specialty is disestablished, your pro pay is terminated as of the effective date of cancellation. In this case, the only way you can receive pro pay is to be reassigned to another specialty for which an award is authorized. You must, of course, be eligible as described previously.

In the event that, for various reasons, the Specialty Pay award level for your rating or specialty is lowered or eliminated, you will not be hit all at once by a large reduction in your paycheck. Your pro pay will be reduced or terminated gradually, in yearly $25 increments.

Let's say, for example, you are receiving Specialty Pay P-3 ($100), and your specialty's award level is reduced to P-1 ($50). Here's what would happen:

First of all, an effective date for the reduction would be established and promulgated. As of this date, you would begin receiving pro pay at the rate of $75 per month (a $25 reduction). You would be paid this amount for a year. Then, on the anniversary of the established effective date, you would begin receiving $50 a month pro pay. The award would then stay at this amount, since the new award level would have been reached. If the award had been terminated, of course, the level would continue to descend in yearly $25 increments until it reached zero.

Once an effective date of reduction of an award has been established, all awards after that date will be made at the new rate. Likewise, if a specialty's award has been terminated, no new awards will be made after the effective date.

Superior Performance awards of P-1 (SP $30) are, like the higher awards of Specialty Pay, generally intended to serve as career incentive pay for specific fields to assist in obtaining the best qualified personnel for that field.

At present, monthly awards of SP $30 are authorized for:

- Navy Recruit Company Commanders filling BuPers-controlled "I" billets at Recruit Training Commands in San Diego, Calif., Great Lakes, Ill., Bainbridge, Md., and Orlando, Fla., must be directly connected with instructing or supervising recruits.
- Navy Recruit Canvassers filling authorized billets in the Navy Recruiting Service.
- Survival, Evasion, Resistance and Escape (SERE) instructors. Instructors from any source rating who are qualified as SERE instructors, and who serve in designated NEC 9505 billets.

Eligibility requirements for SP $30 include recommendation by commanding officer and completion of at least 21 months of active service, which must be consecutive service if it includes any period of active duty for training. Active service in any branch of the armed forces may be computed.

Also, recipients of SP $30 must have served at least six months in their authorized billet. Time on-the-job may be computed from date of commencement of indoctrination training. You may not receive both Superior Performance Pay and Specialty Pay.

With this background in mind, here's a listing of ratings and NEC codes eligible for Specialty Pay, P-1 $50, P-2 $75, and P-3 $100, under the current Proficiency Pay directives.

Note that source ratings listed do not in themselves qualify you for pro pay, and that certain NECs have more than one eligible source rating. If you are in one of the eligible ratings, you may establish pro pay eligibility by serving in a billet identified by the corresponding authorized NEC.

In certain instances, NECs are listed as three digits, followed by an "X", such as 031X, or are listed as two

digits, followed by "XX", such as 16XX.

If you're assigned a rating series NEC beginning with the first three digits, except as noted, you maintain award eligibility as long as you serve in the NEC billet identified by the same first three digits, regardless of the last digit.

Likewise, if you're assigned an NEC beginning with the first two digits, you maintain award eligibility while serving in the NEC billet identified by the same first two digits.

Rating conversion codes ending with "99" are not authorized for Specialty Pay.

P-1 $50

Rating Award	Skill
AV	Avionics Technician
AQ	Aviation Fire Control Technician
AT	Aviation Electronics Technician
FT	Fire Control Technician
GMT	Gunner's Mate Technician
MT	Missile Technician
ST	Sonar Technician

NEC Code	Eligible Ratings
RD-031X (less 0312)	RD
TM-0718	TM
RM-234X	RM, CT
IC-4722	IC, EM
IC-4724	IC

P-2 $75

Rating Award	Skill
AX	Aviation Antisubmarine Warfare Technician
AV	Avionics Technician (Former AX Personnel Only)
AW	Aviation Antisubmarine Warfare Operator
DS	Data Systems Technician
ET	Electronics Technician

NEC Code	Eligible Ratings
RD-0318	RD
RD-0319	RD
RD-0333	RD, AT
RD-0335	RD
ST-0426	ST
ST-048X	ST
ST-049X	ST
TM-0721	TM
TM-0745	TM
GM-0873	GM
GM-0891	GM
GM-098X	GM
*GM-099X	GM
FT-111X (less 1114, 1117)	FT
FT-1126	FT
FT-1128	FT
FT-1135	FT
FT-114X (less 1146)	FT
FT-116X	FT
FT-117X	FT
FT-118X	
•FT-119X	FT
ET-154X	ET, RM, CT, AT
RM-2314	RM, CT
RM-2315	RM, CT
RM-2333	RM
RM-2392	RM
RM-2393	RM
CT-2401	CT
CT-2403	CT
CT-2405	CT
CT-2406	CT
DP-272X	DP
DP-277X	DP
334X	TM
3391	CE, EO, CM, SW, UT, HM
EN-4356	EN, MM
IC-4737	IC
AQ-794X	AQ
AQ-796X	AQ, AT
8394	EN, ET, AT, AD

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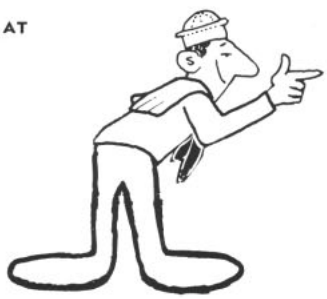
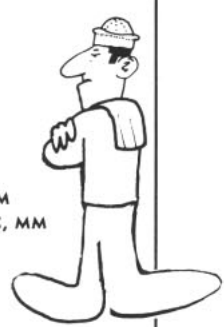
ST-0423	ST
ST-0424	ST
ST-0427	ST
••*ST-043X/ST-047X	ST
**ST-0452/ST-0417	ST
**ST-0453/ST-0418	ST
•*ST-0454/ST-0419	ST
ST-048X (Less 0487, 0489)	ST
*ST-049X (Less 0494, 0495)	ST
TM-0719	TM, MT
TM-0746	TM
TM-0747	TM
TM-0748	TM
TM-0749	TM
GM-0984	GM
FT-1119	FT
FT-1137	FT
FT-1139	FT
FT-1144	FT
FT-115X	FT
FT-1164	FT
FT-1172	FT
FT-1173	FT
FT-1175	FT
FT-1192	FT
FT-1193	FT
MT-1317	MT, ET, FT, IC
ET-1539	ET, RM, CT
ET-1541	ET, RM, AT
ET-1542	ET, RM, CT
ET-1545	ET, RM
ET-1548	ET, RM, CT
*DS-16XX	DS
DP-2721	DP
DP-2722	DP
DP-2725	DP
DP-2726	DP
DP-2727	DP
330X	FT
331X	MT
332X	ET
333X	ET
335X (less 3359)	EN, EM, ET, IC, MM
338X (less 3389)	BT, EM, EN, ET, IC, MM
AQ-7961	AQ, AT
AQ-7962	AQ, AT
AQ-7963	AQ, AT
AQ-7964	AQ, AT
AQ-7971	AQ, AT
AQ-7972	AQ, AT
AQ-7973	AQ, AT





* Applicable NEC codes.

** NECs ST-0417, ST-0418 and ST-0419 were disestablished effective 1 Jul 1968. Billets are being recoded. In the interim, NECs ST-0452, ST-0453 and ST-0454 personnel filling NEC ST-0417, ST-0418 and ST-0419 billets respectively, continue proficiency pay eligibility.

*** NECs ST-047X were disestablished effective 1 Jul 1968. Billets are being recoded. In the interim, NECs ST-043X personnel filling NEC ST-047X billets continue pro pay eligibility.

Subject: Precedence and Seniority

CHANGES TO THE SYSTEM of figuring who's the senior among enlisted men in the same pay grade have been welcomed by most—and misunderstood by a few. Virtually no one dislikes the changes.

This, generally, has been the reaction to the new directive on enlisted precedence which reached the Fleet late last year in the form of change 17 to the *BuPers Manual* (article C-2103).

To review:

- No one Navyman is senior to another by virtue of rating (occupation field) alone.
- There no longer is a distinction between "military matters" and "non-military matters" for determining enlisted precedence and seniority.

The first point erased from the *Manual* the "precedence by rating" which few Navymen really understood.

Under the old system, a boatswain's mate automatically was senior for military matters to others in his pay grade who had ratings other than BM—because BM was at the top of the precedence list.

Any quartermaster (number two on the list) in a given pay grade was senior for military matters to all others in his pay grade except BM.

Working down the list, number three—signalman—was senior to all ratings except BM and QM, and so on.

One of the main problems with this was the difficulty in deciding what was a military matter and what was not, particularly when it was considered that an active duty Navyman is responsible to the military 24 hours a day. The old article on enlisted precedence attempted to simplify this by defining a military matter as one in which an individual may be required to exercise his authority over others. Non-military was defined to include matters which involve privileges or honorary functions in which no responsibility to exercise authority over others is involved.

IN PRACTICE, it generally was agreed that any duties and responsibilities connected with the official functions of a command, such as calling muster and approving (or disapproving) special requests by juniors in a division, were military matters, while off-duty, unofficial and social functions were considered non-military. Here, many chief petty officers particularly found it hard to rationalize their being junior on the job—but senior in the CPO club, or vice versa.

Another complaint about the old system was that with the exception of those in ratings at the top of the precedence list, few Navymen really knew where they stood. A chief opticalman, for example, might have been inclined to yield military seniority to a chief steelworker—not knowing that OM was 28 ratings higher than SW on the precedence list.

However, to most Navymen, the real problem with precedence-by-rating was its disregard for time in grade, which almost everyone believes is the best gauge of seniority.

One chief frankly admitted that precedence-by-rating was behind many hard feelings in the Fleet. "I, for one, resented the old system," the chief said, "and couldn't have been happier to see it go.

"And you can bet I speak for plenty of others in my division."

He continued:

"I'd been a CPO for six years, and the military senior in my division for two years. Then all of a sudden my first class makes chief and right away he's senior to me for military matters, whatever that means, because his rating was higher than mine on the precedence list."

RELAX, chief, and take back your muster sheet. Here's how enlisted precedence now is figured:

- Order of rank is the first consideration. This means you take precedence for seniority over all those in pay grades (rates) below your own.
- If there is a pay grade "tie," a BM1 and a GM1, for example, the one with the longest period of continuous service in pay grade E-6 takes precedence and is considered senior.
- If a "tie" extends to time in grade (each made grade at the same time), the one who had the longest continuous service in the next lower grade takes precedence, and so on through lower grades if necessary.

"Continuous service" is service in the present enlistment plus earlier enlistments, if any, with no lapse above 90 days between discharge and reenlistment. The service may be active or inactive in any branch of the Armed Forces.

If you reenlist after noncontinuous service (lapse of

more than 90 days), your in-grade precedence commences with the date of reenlistment.

Here are some related points:

• The Master Chief Petty Officer of the Navy takes precedence over all other Navy enlisted men and women.

• No enlisted man or woman is entitled to authority or privilege solely by reason of precedence. However, in an emergency, a prisoner-of-war situation, or a situation which requires action in the Navy's interest, when no commissioned officer is present who is able to assume command, the enlisted man (or woman) who has the highest precedence should exercise authority over other enlisted persons.

• The date of advancement in an authorized Navy-wide exam increment is the date to use when figuring time in grade for precedence. This holds true even though an earlier date is used to determine "time in grade" for later advancement.

Full details on enlisted precedence are contained in article C-2103, *BuPers Manual.*

Official Roles of Senior and Master CPOs Outlined by Chief of Naval Personnel

The official roles of the master chief and senior chief petty officers, and their respective functions, have been spelled out by the Chief of Naval Personnel.

• The master chief petty officer is the senior enlisted technical administrator within his rating. Master chief is the senior enlisted grade in terms of military, technical, supervisory and administrative responsibility.

His primary job is to use his extensive training, knowledge and experience to provide supervision and administration of the men in his rating,

He is expected to insure maximum efficiency of the work force and equipment assigned to his immediate organization, and thus will see to it that his unit's function is accomplished effectively.

He is responsible for organizing, directing, and coordinating the training program for which his immediate organization is responsible.

At activities where it is required, the master chief is expected to supplement the officer corps in the over-all supervision and administration of enlisted men and equipment assigned. This applies whether or not the function of the activity is specifically related to his rating.

He also can be expected to function effectively outside his specialty as a senior enlisted advisor for his command, in areas of leadership, administration and supervision of enlisted personnel.

• The senior chief petty officer is an enlisted technical or specialty supervisor. He functions as a technical expert within his rating. He uses his broad training, knowledge and experience to direct and supervise enlisted personnel doing the work of his rating.

He plans and administers on-the-job and other training programs for subordinates serving in his specialty.

Occasionally, he functions outside his rating as a senior enlisted advisor in matters concerning leadership, administration and supervision of enlisted personnel. However, his supervisory and leadership ability lies mainly in his broad technical expertise related to his rating.

In terms of enlisted military seniority, he is second only to the master chief petty officer.

The formal definitions have been promulgated by BuPers Notice 5400 of 12 Feb 1969, and will be incorporated in the *Manual of Qualifications for Advancement in Rating*, NavPers 18068B.

Lights in the Ocean

Bow waves flashing with blue-green lights have been seen by most Navymen. Sometimes, too, the water seems paved with luminescent bars or the ship appears to be centered in on illuminated, rotating pinwheel.

Sailors once thought the lights were caused by phosphorous on the waves but, for about two centuries, many Navymen have known the glow was biologically produced.

Countless tiny plants and animals exist near the surface of the oceans. When some are stimulated. they flash light much like a firefly does on land. The rhythm of the flashes usually depends on the stimulation.

A ship passing through the water, for example, sometimes produces a revolving pinwheel illusion, or water movement concentrates the light in horizontal stripes.

The plants and animals producing the glow or luminescence are good examples of marine variety. Some of the organisms are miscroscopic and some, like the group with the family name of Dinoflagellata, live on the borderline which separates the plant and animal kingdoms.

These latter organisms are found in almost infinite numbers near the surface of the water and are, therefore, among the better known forms of luminescent life seen from ships.

Human reaction to marine luminescence varies. Honeymooners in a cruise ship undoubtedly consider it very romantic.

On the other hand, Navymen attempting a covert amphibious landing find it dangerous.

To prevent bioluminescence from revealing the nighttime presence of ships, oceanographers are attempting to establish recurrence patterns so the probability of luminous wakes and waves can be predicted when naval operations take place.

Continuing Your Education By Letter

WHEN AN ACTIVE DUTY NAVYMAN enrolls in a correspondence course (and anyone on active duty can do so through his local command), he receives one of the Navy's blue books (unless he is in an aviation rating, in which case the book is green).

He also receives an assignment booklet which gives him instructions and other information to help him study his book. The questions he is asked are usually multiple choice and cover an assignment in the text. He is given an answer sheet on which he marks what he believes to be the correct answer.

Although the answer sheet looks very much like a test, it really isn't. It is a study aid and you may complete it with your book open.

Before you mail or turn in your assignment make certain you did your best, because your answer sheet will be individually scored. When it is returned, any questions you missed will be checked, and a reference will be given to help you correct your error. Your grade on the assignment will also be given.

Usually, correspondence courses for enlisted Navymen on active duty, whether Regular or Reserve, are given and graded locally. When this is the case, you should submit your application on *Enlisted Correspondence Course Application,* (NavPers 1510/3) and forward it to the Correspondence Course Center via your commanding officer.

If you are an officer, or an enlisted man in a command where the courses can't be administered locally, send your application on NavPers Form 1550/4. In this instance, your CO will forward the application to the Correspondence Course Center with the request that the Center administer and grade the course. If in doubt, your division or educational services officer can tell you which form to use.

Retirement points for these courses are credited to inactive duty Reservists, but they do not apply to active duty naval personnel.

One further point: When applying for courses, please refer to the course number, not the text number.

Joint officer and enlisted courses, which are indicated on the list by the symbol # should be requested on NavPers Form 1550/4 (formerly NavPers 992).

In accordance with a SecNav regulation dated 27 Dec 1965, Naval Reserve officers on inactive duty are no longer required to receive promotion points credit for satisfactory completion of officer correspondence courses that are appropriate to officers of each grade and designator. Satisfactory completion of officer correspondence courses will be credited to retirement points only.

As stated before, Naval Reservists on inactive duty, whether officer or enlisted, may earn retirement points toward nondisability retirement by the satis-

factory completion of correspondence courses. Enlisted personnel will receive credit for all BuPers courses. Naval Reserve officers and warrant officers will receive credit only for courses appropriate to their designator.

Here is the list of enlisted and officer correspondence courses available as this issue went to press:

Here is the meaning of the symbols preceding some courses:

#—Officer-enlisted course.
**—Confidential course.*
**#—Confidential officer-enlisted course.*
***—This course in a backlog status.*

Enlisted Correspondence Courses

General Courses

Course Title	Course Navpers Number	Text Navpers Number	Number of Assignments
Advanced Mathematics, Vol 1	91221-F	10071 or 10071-A	6
Basic Electricity, Part I	91224-E	10086-A	6
Basic Electricity, Part II	91226	10086-A	5
Basic Hand Tools	91228-1E	10085-A	5
Basic Machines	91230-F	10624-A	4
Blueprint Reading & Sketching	91223-2	10077-B	3
#Disaster Control	10440	10899-A	11
Enlisted Transfer Manual	91423-1	15909-B	5
#Fluid Power	10439	16193-A	6
#Introduction to Naval Electricity	10444	10084	5
Introduction to Sonar	91258-B	10130-A	4
#Mathematics, Part I	10448	10069-C	11
#Mathematics, Part III	10450	10073	14
#Naval Electronics, Part IA	10445-A	10087-B	12
#Naval Electronics, Part IB	10437	10087-B	7
**#Naval Electronics, Part II	10446	10787	10
*#Naval Electronics, Part III	10447	10480	7
#Principles of Navy Diving	10429	NavShips 250-538	12
Standard First Aid Training Course	91217-H	10081-B	5
U. S. Navy Shore Patrol	91468-1F	10059-B	3

Basic Courses

Airman	91600-C	10307-B	11
Basic Military Requirements	91202-1C	10054-B	5
Constructionman	91562-2	10630-D	13
Fireman	91500-2C	10520-C	5
Military Requirements for Petty Officers 3 & 2	91206-F	10056-B	6
Military Requirements for Petty Officers 1 & C	91207-E	10057-B	5
Seaman	91240-1F	10120-E	10
Stewardsman	91691-1G	10693-C	3

Rating Courses

Aerographer's Mate 3 & 2	91664-2A	10363-C	13
Aerographer's Mate 1 & C	91603-1	10362	16
Air Controlman 3 & 2	91676-1B	10367-C	12
Air Controlman 1 & C	91677-B	10368-B	5
Aircrew Survival Equipmentman 3 & 2	91639-1C	10358-C	9
*Aviation ASW Technician 3 & 2	91577-B	10353-A	14
*Aviation ASW Technician 1 & C	91697	10354	11
Aviation Boatswain's Mate E 3 & 2	91678-A	10302-A	9
Aviation Boatswain's Mate E 1 & C	91672-A	10305-A	7
Aviation Boatswain's Mate F 3 & 2	91679-C	10301-B	8
Aviation Boatswain's Mate F 1 & C	91680-A	10304-A	8
Aviation Boatswain's Mate H 3 & 2	91636-1C	10300-A	5
Aviation Boatswain's Mate H 1 & C	91638-1A	10303-A	5
Aviation Electrician's Mate 3 & 2	91610-1E	10348-B	14
Aviation Electrician's Mate 1 & C	91611-2B	10349-B	13

*Aviation Electronics Technician 3 & 2	91613-2	10317-C	21
*Aviation Electronics Technician 1 & C	91615-D	10318-B	13
Aviation Fire Control Technician 3 & 2	91634-3	10387	20
*Aviation Fire Control Technician 1 & C	91635-2	10390-A	14
Aviation Machinist's Mate J 3 & 2	91582	10341 & 10341/43 (Supp)	8
Aviation Machinist's Mate J 1 & C	91587-B	10343-A & 10341/43 (Supp)	7
Aviation Machinist's Mate R 3 & 2	91368-A	10342 & 10342 (Supp)	9
Aviation Machinist's Mate R 1 & C	91608-2	10344-A	6

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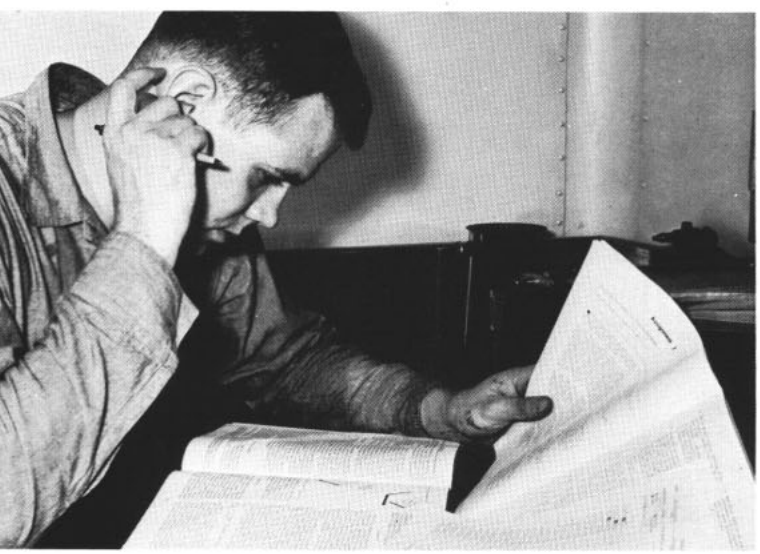
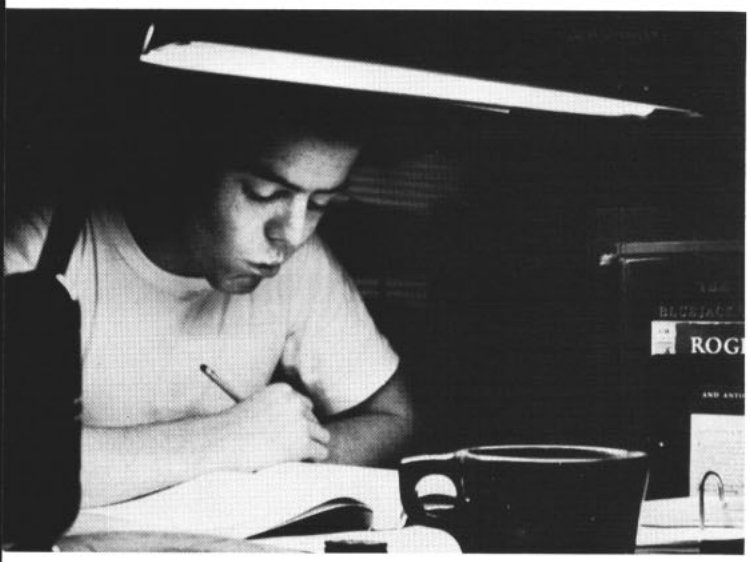
Course Title	Course Navpers Number	Text Navpers Number	Number of Assignments
Aviation Maintenance Administrationman 3 & 2	91498-B	10391-A	7
Aviation Maintenance Administrationman 1 & C	91499	10392	7
Aviation Ordnanceman 3 & 2	91665-2	10345-B	17
Aviation Ordnanceman 1 & C	91662-1B	10347-A	7
Aviation Storekeeper 3 & 2	91674-C	10398-C	9
Aviation Storekeeper 1 & C	91675-1B	10399-B	8
Aviation Structural Mechanic E 3 & 2	91622-1A	10309-A	10
Aviation Structural Mechanic E 1 & C	91366-A	10312-A	9
Aviation Structural Mechanic H 3 & 2	91365-1	10310-A	10
Aviation Structural Mechanic H 1 & C	91367-A	10313-A	8
Aviation Structural Mechanic S 3 & 2	91364-A	10308-A	10
Aviation Structural Mechanic S 3 & 2	91364-B (Supp)	10085-A & 10086-A & 16193-A	6



Course Title	Course Navpers Number	Text Navpers Number	Number of Assignments
Aviation Structural Mechanic S 1 & C	91650-1B	10311-A	10
Aviation Support Equipment Technician E 3 & 2	91410	10314	12
Boatswain's Mate 3 & 2	91243-2B	10121-D & 10121/22 (Supp)	8
Boatswain's Mate 1 & C	91245-2B	10122-C & 10121/22 (Supp)	4
Boilermaker 1 & C	91515-1	10537-A	8
Boilerman 3 & 2	91512-3	10535-D	6
Boilerman 1 & C	91514-3A	10536-C	7
Builder 3 & 2	91584-2A	10648-E	8
Builder 1 & C	91586-2A	10649-D	5
Commissaryman 3 & 2	91441-1D	10279-D	6
Commissaryman 1 & C	91443-2D	10280-E	6
Communications Technician A 3 & 2	91558-B	10233-A	5
Communications Technician A 1 & C	91560-A	10237-A	4
Communications Technician M 3 & 2	91557-C	10232-A	8
*Communications Technician M 1 & C	91561-A	10236	7
Communications Technician O 3 & 2	91547-B	10235-A	7
*Communications Technician TR & I 3 & 2	91567-1	10231	9
Communications Yeoman 3	91407	10245	10
Construction Electrician 3 & 2	91569-2C	10636-F	7
Construction Electrician 1 & C	91571-1E	10637-C	8
Construction Mechanic 3 & 2	91579-1C	10644-E	8
Construction Mechanic 1 & C	91581-2B	10645-C	6
Damage Controlman 3 & 2	91544-2C	10571-E	6
Damage Controlman 1 & C	91546-1E	10572-D	5
Data Processing Technician 1 & C	91275-A	10265-A	2
*Data Systems Technician 1 & C	91234	10202	8
Dental Technician General 3 & 2	91681-1B	10686-C	9
Dental Technician General 1 & C	91682-1B	10686-C	5
Dental Technician Prosthetic 3 & 2	91686-1C	10685-C	5
Dental Technician Prosthetic 1 & C	91687-1D	10685-C	5
Dental Technician Repair	91689-1C	10687-B	5
Disbursing Clerk 3 & 2	91436-3B	10274-E	7
Disbursing Clerk 1 & C	91438-3A	10275-D	4
Electrician's Mate 3 & 2	91524-1D	10546-B	12
Electrician's Mate 1 & C	91526-1B	10547-A	3
Electronics Technician 3 & 2	91375-3	10195	13
*Electronics Technician 1 & C	91376-D	10192-B	10
Engineering Aid 3 & 2	91564-3	10634-A	14
Engineering Aid 1 & C	91566-2A	10635	4
Engineman 3 & 2	91519-2A	10541-A	12
Engineman 1 & C	91521-H	10543-C	11
Equipment Operator 3 & 2	91574-2D	10640-E	5
Equipment Operator 1 & C	91576-2D	10641-E	6
Fire Control Technician 3	91339-1A	10173-B	9
Fire Control Technician 1 & C	91346-1	10175	9
Gunner's Mate G 3 & 2	91355-2A	10185	6
Gunner's Mate 1 & C	91357-1A	10186-B	10
*Gunner's Mate M 3 & 2	91379-A	10199-A	10
*Gunner's Mate M 1 & C	91380	10200	8
**Gunner's Mate Technician 3 & 2	91377-B	10125-B	8
**Gunner's Mate Technician 1 & C	91378-A	10126-A	5
Hospital Corpsman 3 & 2	91669-3	10669-A	7
Hospital Corpsman 1 & C	91671-2	10670-A	6
Hospitalman	91667-1D	10664-B	5
Illustrator Draftsman 3 & 2	91488-1	10469	7
Illustrator Draftsman 1 & C	91489-1	10470	2
Instrumentman 3 & 2	91383-C	10193-B	3
Instrumentman 1 & C	91385-1	10194-B	7
Interior Communications Electrician 3 & 2	91529-1	10558	8
Interior Communications Electrician 1 & C	91531-1	10557-B	5
Journalist 3 & 2	91452-1B	10294-A	5
Journalist 1 & C	91453	10295	3
Lithographer 3 & 2	91471-1	10452-A	7
Lithographer 1 & C	91475-1E	10454-A	6
Machine Accountant 3 & 2	91274-1	10264-A	7
Machinery Repairman 3 & 2	91507-2A	10530-C & 10530/31 (Supp)	8



Course Title	Course Navpers Number	Text Navpers Number	Number of Assignments
Machinery Repairman 1 & C	91509-2A	10531-B & 10530/31 (Supp)	3
Machinist's Mate 3 & 2	91502-2B	10524-C	17
Machinist's Mate 1 & C	91504-F	10525-C	15
*Mineman 3 & 2	91355-2B	10166 & 10166/67 (Supp)	6
*Mineman 1 & C	91337-2A	10167 & 10166/67 (Supp)	7
*Missile Technician 3 & 2	91360-2	10153-B	8
*Missile Technician 1 & C	91361	10154	9
Molder 3 & 2	91554-1C	10584-B	6
Molder 1 & C	91556-1A	10585-A	8
Opticalman 3 & 2	91386	10205	10
Opticalman 1 & C	91389-1	10206	5
Parachute Rigger 1 & C	91606-1C	10360-B & 10358/60 (Supp)	6
Patternmaker 3 & 2	91549-1A	10578-B	6
Patternmaker 1 & C	91551-A	10579-A	6
Personnelman 3 & 2	91420-1D	10254-A	6
Personnelman 1 & C	91422-2A	10258-D	5
Personnelman 1 & C	91422-2 (Supp)	OpNavInst 1000.16 & BuPers Manual	2
Photographer's Mate 3 & 2	91493-1	10355	20
Photographer's Mate 1 & C	91649-B	10375-A	13
*Photo Intelligenceman 3 & 2	91592-B	10369-A	13
*Photo Intelligenceman 1 & C	91683-1	10370-A	12
Postal Clerk 3 & 2	91401-3C	10215-A	6
Postal Clerk 1 & C	91460-1	10216	4
Quartermaster 3 & 2	91286-2B	10149-C	6
Quartermaster 1 & C	91253-C	10151-B	5
*Radarman 3 & 2	91269-1A	10144-A	11
*Radarman 1 & C	91268-C	10147-C	7
Radioman 3 & 2	91403-2	10228-E	16
Radioman 1 & C	91405-3B	10229-D	9
Shipfitter 3 & 2	91535-1D	10595-A & 10595/96 (Supp)	7
Shipfitter 1 & C	91542-B	10596-A & 10595/96 (Supp)	5
Ship's Serviceman 3 & 2	91447-1C	10286-E	4
Ship's Serviceman 1 & C	91450-C	10287-D	5
Ship's Serviceman Barber Handbook	91465-1B	10292	2
Ship's Serviceman Cobbler Handbook	91464-D	10292	3
Ship's Serviceman Laundry Handbook	91466-E	10292	5
Ship's Serviceman Tailor Handbook	91463-1E	10292	3
Signalman 3 & 2	91291-E	10135-B	5
Signalman 1 & C	91292-1	10136-B	8
*Sonarman G 3 & 2	91261-1B	10131-A	7
*Sonarman Technician S 3 & 2	91259-4	10132-A	6
*Sonar Technician 1 & C	91265-B	10140-C	5
Steelworker 3 & 2	91589-1D	10653-D	7
Steelworker 1 & C	91591-1C	10654-C	6
Steward 3 & 2	91693-2E	10694-C & 10694/95 (Supp)	5
Steward 1 & C	91696-F	10695-C & 10694/95 (Supp)	3
Storekeeper 3 & 2	91431-3E	10269-E	6
Storekeeper 1 & C	91433-2C	10270-D	4
*Torpedoman's Mate 3 & 2	91297-D	10163-A	7
*Torpedoman's Mate 1 & C	91299-1	10164	4
Tradevman 3 & 2	91698-1A	10376-B	14
Tradevman 1 & C	91699-B	10378-B	9
Utilitiesman 3 & 2	91594-2B	10656-E	18
Utilitiesman 1 & C	91596-2A	10657-C	6
Yeoman 3 & 2	91414-3E	10240-E	6
Yeoman 1 & C	91416-3B	10241-D	5

Officer Correspondence Courses

Course Title	NavPers Number	Number of Assignments
Air Navigation, Part I	10959-A1	6
Air Navigation, Part II	10960-A1	6
Airplane Power Plants	10961-A4	10
Amphibious Operations	10512	4
*Antisubmarine Officer	10405-A	9
Appropriation and Cost Accounting	10984-A1	8
*ASW Operations	10406-B	5
*Avionics Systems	10757-A	12
Claims	10727-A	4
*Combat Information Center Officer, The	10952-A3	17
*Communication Officer, The	10403-A	14
Contract Administration and Contractor Labor Relations	10742-A	3
Diesel Engines	10938-6	11
#Disaster Control	10440-1	11
**Disbursing, Part I	10976-B	6
Disbursing, Part II	10424-A	7
Economics of Defense	10425-2	6
Education and Training	10965-B	11
Electronics Administration and Supply	10926-B1	6

bulletin board

Course Title	Navpers Number	Number of Assignments
**Elements of Naval Machinery	10934-4	15
Engineering Administration	10992-A1	8
Engineering Duty Officer (General)	10939-B1	7
Engineering, Operation and Maintenance	10935-B	12
Financial Management in the Navy	10732-A (Int)	5
#Fluid Power	10439	6
*Fundamentals of Naval Intelligence	10728-A	14
General Oceanography	10417-2	4
History of the Chaplain Corps, Part I	10906-3	8
History of the Chaplain Corps, Part II	10907	6
History of the Chaplain Corps, Part III	10423	10
Industrial Management	10947-A	11
Industrial Relations	10733-4	11
International Law	10717-B1	15
#Introduction to Naval Electronics	10444	5
Introduction to Space Technology	10404-A	9
Investigations	10726-4	4
Jet Aircraft Engines	10985-C	7
Leadership	10903-A1	8
Maneuvering Board, The	10933-3	6
**Marine Navigation, Course I	10921-4	6
Marine Navigation, Course II	10945-3	9
#Mathematics, Part I	10448	11
#Mathematics, Part III	10450	14
Meteorology	10954-B1	7
**Military Justice in the Navy	10993-5	16
Military Sea Transportation Service	10972-B1	7
*Mine Warfare	10428	8
Naval Arctic Operations	10946-A	6
Naval Communications	10416-A1	12
Naval Control of Shipping	10413-2	4
#Naval Electronics, Part IA	10445-A	12
#Naval Electronics, Part IB	10437	7
*#Naval Electronics, Part II	10446-1	10
*#Naval Electronics, Part III	10447	7
Naval Operations	10515	5
Naval Orientation	10900-A	16
Naval Reserve Chaplain	10517	3
**Navy Admiralty Law Practice	10725-1	2
Navy Chaplain, The	10905-A1	9
Navy Contract Law	10988-A2	8
*Navy Missile System	10409-A	9
Navy Petroleum Supply	10904-A	8
Navy Public Affairs	10720-A	8
Navy Public Works Management	10741-A2	9
Navy Regulations	10740-A4	11
**Navy Supply System, The	10978-A5	3
**Navy Travel	10977-7	4
Nuclear Physics	10901-B1	8
*Oceanography in Antisubmarine Warfare	10418	5
Office of the Judge Advocate General	10723-1	2
*Operations Officer, The	10414-1	7
*Operational Communications	10760-B	7
*Operational Tactics	10761-5	10
Organizational Planning for Naval Commands	10427	7
Personnel Administration	10968-B1	12
Practical Damage Control	10936-5	7
**Practical Problems in Marine Navigation	10737-3	4
Principles of Guided Missiles	10924-B	10
Principles of Naval Ordnance and Gunnery	10922-B	8
Principles of Naval Engineering, Part I	10507	11
**#Principles of Navy Diving	10429	12
Quality/Reliability for Shipyard Application	10426	11
Radiological Defense	10771-B	12
Refresher Course for Meteorologists	10953-A	12
*Registered Publications Custodian	10415-1	2
Seamanship	10923-A5	8
Security of Classified Information	10975-B1	6
Shipboard Electrical Systems	10991-A1	8
Shipboard Electronic Equipment	10762-B	5
Shiphandling	10738-A	11
**Supply Afloat	10980-B5	10
**Supply Ashore	10983-A7	14
Supply Duties for General Line Officers	10412-2	5
Theoretical Damage Control	10937	6
**Uniform Code of Military Justice	10971-3	2
Watch Officer, The	10719-4	4
Water Supply and Sanitation	10750-A	14
Weapons Officer	10722-A	5

New Board Studies Rating Structure

The Chief of Naval Personnel has established a 12-man board for the specific purpose of reviewing and making recommendations concerning changes to the enlisted rating structure.

Officially designated as the Permanent Board for Review of the Enlisted Rating Structure, one of its primary functions will be the review of recommendations to establish new ratings and approve modifications to existing ratings and to warrant officer and limited duty officer categories.

Maintaining the stability of the enlisted rating structure is always a major concern of the Chief of Naval Personnel. Therefore, recommended changes to ratings will be carefully studied to determine whether the problems which led to the proposals can be solved administratively instead of revising the rating structure.

Over-all, the Board will be working toward maintaining a single, integrated rating structure that will provide fair and equitable career patterns for all ratings.

Combat Action Ribbon

A Combat Action Ribbon was recently authorized by the Secretary of the Navy in recognition of Navymen who actively participated in ground and surface combat.

Both Regular and Reserve enlisted men are eligible as are officers in or below the grade of captain.

Those who meet this basic requirement must have been under enemy fire while actively participating in ground or surface combat. They must also have satisfactorily performed their duty while they were assigned to a unit engaged in combat or assigned to a unit for a specific combat operation.

The Combat Action Ribbon will not be awarded for aerial conflict inasmuch as the Strike/Flight Medal recognizes exposure to aerial fighting.

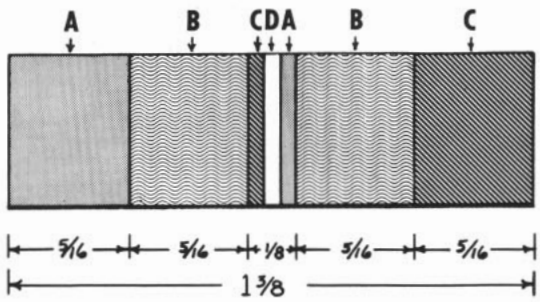
Navymen in the following categories are specifically eligible for the Combat Action Ribbon:

- Those in riverine and coastal units and those taking part in assaults, patrols, sweeps, ambushes, convoys and other such activities who have participated in fire fights.
- Navymen taking part in UDT, reconnaissance, SEAL team and other special or clandestine operations when the risk of enemy fire is great and expected.
- Those assigned to areas subjected to sustained mortar and artillery attacks and who actively participated in retaliatory or offensive actions such as in Khe Sanh during the 1968 Tet offensive.
- Navymen aboard a ship are eligible when the safety of the ship and crew are endangered by enemy attack, including such situations as being under fire from a shore battery or hitting an enemy mine.

Those who took part in qualifying combat between 1 Mar 1961 and the present time can establish their eligibility by sending a certification to the Chief of Naval Personnel in which they give a brief description of the action; the name, rank and service of the officer in command; period in which service was performed; and the ship or unit to which assigned.

A format for the certification is included in SecNav Notice 1650 of 17 Feb 1969.

The Combat Action Ribbon takes precedence after the Purple Heart and both ribbons may be worn.



A BLUE
B GOLD
C RED
D WHITE

The three narrow vertical stripes in the center are equal in width and add up to a combined total of 1/8 inch.

The Combat Action Ribbon won't be available through Navy supply channels for several months. If, in the meantime, you buy it from the local ribbon maker, be sure he uses these cable numbers for the appropriate colors. The Blue cable number is 70088; Gold cable number is 65001; Red cable number is 70081; White cable number is 65005.

One award of the Combat Action Ribbon is authorized to an individual for each separate war or conflict in which the prescribed requirements have been met. Subsequent awards will be indicated by the use of stars on the ribbon as in the case of individual awards.

The Combat Action Ribbon is one and three-eighths inches long with two sections on the left and two on the right separated by a red, white and blue stripe one-eighth of an inch wide.

Each section in the ribbon is five-sixteenths of an inch long. Those on the left side of the tricolored stripe are blue and gold and those on the right of the stripe are gold and red which represent the Navy and Marine Corps colors, respectively.

The Combat Action Ribbon may be ready for distribution in late summer. Delegated award authorities have been urged to maintain the intended prestige of the decoration by awarding it only for active participation in a bona fide combat action.

Sounds Like a Good Idea

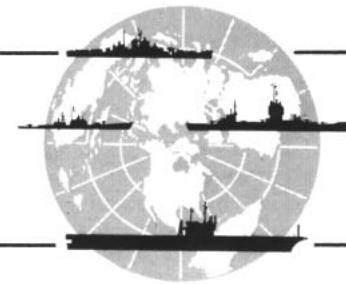
Since the Beneficial Suggestion Program was expanded to include the uniformed Navy, thousands of dollars have been saved through applied ideas submitted by Navymen.

In San Diego, for example, a $16,000-a-year savings is expected to be realized at the Naval Air Rework Facility on North Island from an idea submitted by E. J. Vinson, Aviation Structural Mechanic (Safety Equipment) 1st Class. Vinson devised a method for performing preflight, built-in tests on the internal hydraulic and electrical power systems of F-4 aircraft.

Meanwhile, at the Naval Weapons Station in Charleston, S. C., Gunner's Mate 1st Class William F. Banks invented a new extraction tool for removing the exhaust nozzle from *Terrier* missiles. His idea is expected to net the weapons station nearly $8000 annually. Larger savings for the Navy are expected when other weapons stations begin using the new extraction tool.

Both men, in addition to receiving hearty thanks from their commanding officers, were given special recognition by the Navy in the form of financial awards. Vinson received $300; Banks, $400.

Letters to the Editor



This section is open to unofficial communications from within the naval service on matters of general interest. However, it is not intended to conflict in any way with Navy Regulations regarding the forwarding of official mail through channels, nor is it to substitute for the policy of obtaining information from local commands in all possible instances. Do not send postage or return envelopes. Sign full name and address. Address letter to Editor, ALL HANDS, Pers G15, Bureau of Naval Personnel, Navy Dept., Washington, D.C. 20370.

Expeditionary Medal Eligibility

SIR: I served in two ships during periods in which each became eligible for the Navy Expeditionary Medal.

Since my service in the first ship during 1961 entitled me to wear the Navy Expeditionary Medal, am I authorized to wear a bronze star on the ribbon for my service in the second ship in 1962? Both ships were my permanent duty station, not TAD. –F. S., RD2, USNR.

• *If the two ships in which you served had earned the Navy Expeditionary Medal for service in* DIFFERENT *areas during your service in them, you would be entitled to a star on your ribbon.*

As matters stand, however, your service in both ships occurred while the vessels were in Cuban waters, hence you are eligible to wear only one award.–ED.

Accelerated Promotion

SIR: I was considered for promotion to lieutenant commander last year through the accelerated promotion program, but was passed over.

Does this pass over count against me the same as it would if I had been passed over during selection in a normal promotion zone?–T. N. T., LT, USN.

• *Nonselection by a board considering accelerated promotions is not a pass over, nor does selection by such a board establish your eligibility for promotion in the future.*

In other words, if you are selected for promotion by a selection board convened for accelerated promotion purposes, you must still be considered by a regular board under promotion laws as spelled out by the Officer Personnel Act if you are to become eligible for promotion to commander.

The accelerated promotion program in which you participated is governed by promotion laws stipulated in 10 U. S. Code, Section 5787.–ED.

Personal Shipment

SIR: I am a single enlisted man in pay grade E-5 who will soon complete four years of active duty. At the present time, I don't know whether I will be at sea or ashore when my service agreement expires but, wherever it is, I will have about 500 pounds of personal goods to send home counting my seabag, a trunk and a tape recorder.

I have received conflicting statements concerning the weight of the shipment to which I am entitled. Perhaps you can tell me where I can have the things shipped, how many pounds I am entitled to and whether or not the shipment will be insured by the Navy.

I enlisted in Columbus, Ohio, but I plan to have my personal shipment sent to my parents' home in Michigan which I listed as my home of record.–J. L. R., AMH2, USN.

• *No matter where you are discharged, the government will ship up to 7000 pounds of your personal property anywhere you want it sent. It will, however, pay no more than the cost of shipping your personal property to your home of record. You must agree to pay all expenses in excess of that amount.*

In addition to paying shipping expenses, the government makes itself liable for each shipment up to $10,000.

To obtain help in arranging shipment of your personal property, we suggest you contact your nearest Personal Property Transportation Office. –ED.

Going On Twelve

SIR: Well, here I am going on 12. I have a month more to go. My birthday is April 25. Thank you for the pictures you sent when I wrote you before, especially the USS *Long Beach*.

I'm going to join the Navy when I'm 18 years old.–Donald Johnson, Canton, Ohio.

• *Happy Birthday, Donald. We can tell you're not only a smart young man but also a forward-looking young man. We have enjoyed hearing from you in the past and will be looking forward to welcoming you when you join the sea service in the not too distant future.*–ED.

Retainer Pay

SIR: I plan to transfer to the Fleet Reserve after 21 years' service and have a question on retainer pay. Will my pay be recomputed at the 22- and 26-year levels of longevity while I'm in the Fleet Reserve?–H. C. M. ENC, USN.

• *No. Your pay will be based on the number of creditable years service you complete up to the time of your transfer. Only if you are recalled to active duty may your retainer pay reflect any additional credit. In the simplest of terms, no service credit accrues for inactive time spent in the Fleet Reserve.*–ED.

Taxes and the VRB

SIR: A recent letter to the editor of ALL HANDS Magazine referred to payment of income taxes on the variable reenlistment bonus. You stated that the bonus is taxable if the reenlistment for which the VRB is paid occurs outside a combat zone. This is true but there is an exception.

You could have continued the discussion by telling what happens if a man reenlists outside a combat zone (thereby becoming eligible for the

VRB) and later that same month serves in a combat zone.

In such an instance, the VRB would not be subject to income tax.—M. W. W., Lieutenant, USNR.

• *Your additional information is correct. Disbursing offices do not withhold income tax from any installments of the VRB if the Navyman who receives the bonus serves in a combat zone during any part of a month in which he reenlists. In fact, when the bonus is paid under such circumstances, it needn't even be reported as income on the tax return.*

The same provisions would apply if the Navyman were hospitalized because of wounds, disease or injury incurred while serving in a combat zone.

It would make no difference in either case when or where payments on the variable reenlistment bonus were made.

The official word concerning income taxes and the VRB can be found in Change Two to BuPers Inst. 1133.18A (paragraph 15b).—ED.

Computing Constructive Time

SIR: May I count my constructive time when computing service for a twilight cruise before retirement?—W. W., PNC, USN.

• *It depends on what you mean by constructive time. The laws on retirement after 30 years of active service are not the same as those which govern transfer to the Fleet Reserve, or "20-year retirement."*

Because of the differences in law, certain types of constructive time which may be counted toward one do not apply to the other.

Specifically, for 30-year retirement, you may include as constructive time only the periods of enlistments and extensions you do not serve when you ship over early (up to three months for each). These unserved periods also may be counted toward total service for transfer to the Fleet Reserve. However, this is where the constructive time similarities end.

A minority enlistment counts as a full four years in total service for transfer to the Fleet Reserve, but not for retirement. Also, six months or more may be counted as one year toward total service for the Fleet Reserve but, again, not for retirement. Thus the familiar "19 and six," but no "29 and six."

Of course, by twilight cruise you mean duty of choice for the last two years before retirement. Constructive time really has nothing to do with your eligibility for a twilight cruise, except that if you have constructive time which counts toward 30 years of service, you might start the cruise sooner.

Generally, 28 months before you complete 30 years of active service, including authorized constructive time, you may request duty in the naval district or U. S. home port of your choice. If you wish, you may ask for a specific city, ship, locality or type of unit, and every effort will be made to give you what you want. However, you can be sure to receive at least an assignment within the naval district of choice, or the home port of choice. Naturally, it is senseless to ask for a ship or station that does not have an allowance for your rating.

Relevant references: Article C-13404, "BuPers Manual" (Fleet Reserve); Chapter 19, "Transfer Manual" (Twilight Cruises); and SecNav Inst. 1811.3 series (Retirement).—ED.

Naval Unit Commendation

SIR: When large medals are worn with an award such as the Naval Unit Commendation which has no large medal, when or how is the NUC award worn?—M. L. R., GMTI, USN.

• *Whenever large medals are prescribed, you should wear the NUC ribbon on your right breast in the same relative position as the holding bar of the lowest row of medals.*

The Naval Unit Commendation and the Presidential Unit Citation are the only awards with ribbons which can be worn with large medals. If you have received both awards, you should wear only the PUC ribbon with large medals and neither ribbon should be worn with miniature medals.

The official word on the subject is in Article 1030.6 of "U.S. Navy Uniform Regulations," 1959.—ED.

A Star of the First Magnitude

SIR: Let me be among those to congratulate USS *Procyon* (AF 61) and *Zelima* (AF 49) who lay claim to fame for having set replenishment records with aircraft carriers (as discussed in "Another Claim Weighed," ALL HANDS, December 68, p. 40).

Sorry, but they must try again, since USS *Vega* (AF 59) set the carrier replenishment record back in 1963 with *Ranger* (CVA 61), transferring 334 short tons PER HOUR.—C. E. S., BMC.

• Procyon *claimed she replenished* Kitty Hawk *(CVA 63) with 381 tons of provisions in three hours.* Zelima *says she transferred 438 tons of supplies plus 15 pallets of cruise books in two hours and 40 minutes.*

Now, according to your claim, Boats, you say Vega transferred 334 tons "per hour." If we assume that you mean this amount of cargo was moved in one hour—or 167 tons in half that time, or whatever—then chances are your claim will be mighty tough to better.—ED.

Where the Stars Are

SIR: At a recent personnel inspection, a question arose concerning specifications for stars on the collar of the enlisted service dress blue uniform.

Research in *Uniform Regulations* was fruitless so we don't know where the stars should officially be placed, what size they are, what type and size of thread should be used and how

FLYING HOME—Unusual photos show a *Tracker* making landing aboard *USS Hornet*.—Photos by Master Photographer's Mate Walter M. Cox.

the stars should be oriented in case they become so soiled they require replacement.—M. C. D., CDR, USN.

• *Inasmuch as stars on an enlisted man's jumper are an integral part of the garment, the specifications are made available to manufacturers through the Defense Personnel Support Center in Philadelphia.*

We suppose it is possible to remove a star from a uniform and install a new one in its place. Anyone who wants to do so should position a five-pointed star with a point one and three-eighths inches from the corner of the inner white stripe surrounding the collar.

The star itself measures three-fourths of an inch across and it is made with type 304 or 404 stitch, 210 stitches per star. A C/3 needle is used.

We think, however, most Navymen would agree that a uniform jumper should be replaced if the stars on it became so soiled they needed replacement.

The stars are washable, just like other white portions of the jumper. They can be scrubbed with water and a neutral soap that should clean anything that is cleanable.—ED.

Final Salvo on 18-Inchers

SIR: In the November issue of ALL HANDS, Mr. Robert Krauskopf states (p. 32) "there are indications" that two Japanese 18-inch guns were shipped to the Naval Weapons Laboratory, Dahlgren, Va., after World War II.

Not wishing to leave you hanging by the final thread in the 18-incher mystery, I did a little more checking.

Records at NWL indicate that one gun (Serial 27) was received on 3 Jun 1946, and the other one (Serial 23) arrived four days later.

After World War II, inspection teams were sent to Japan and Europe to inspect captured ordnance and apparently the shipping of the two guns to Dahlgren resulted from these inspections. However, only the gun barrels and a small number of projectiles were shipped. There were no slides available, which made it impossible to mount and fire the guns. Incidentally, the guns were of wire wound construction.

Due to lack of interest in obtaining the necessary components needed to fire the guns, the first gun (Serial 27) was cut up and scrapped on 5 Oct 1952 and the other was scrapped on 18 Oct 1954.—Amos W. Clary, PAO, Naval Weapons Laboratory, Dahlgren, Va.

• *Thank you for your final salvo on the two 18-inchers at Dahlgren. This will probably put the matter to rest for good.*—ED.

Choice of Duty

SIR: By my own choice, I have had nearly 12 years of continuous sea and overseas duty. My latest extension expires later this year.

Will my choices for CONUS shore duty receive special consideration? I figure that others with my rate and rating (DK1) will be vying for the same shore billets that I have in mind. Assuming I've been on sea duty the longest, will I receive priority?—R. G. S., DK1, USN.

• *Seavey-Shorvey has no such provision. Your preferences for shore duty of course will be given maximum consideration — but so will the individual wishes of other eligible DK1s. As you say, your many years of continuous sea duty was a matter of your own choice — it was not the result of action by the men in your rate now eligible for shore duty.*

Information from the Seavey-Shorvey experts is that you will receive duty of choice, if possible. To enhance the possibility, you should observe some time-tested rules when you fill out your Vey interview sheet (if you already haven't done so).

Make your choices as broad as possible. Indicate general areas rather than specific locations.

Consider not only where you would like to serve, but also where you can

be used, since your assignment must be governed by available vacancies as well as your qualifications.

If you request locations with sizeable numbers of DK billets, your prospects of receiving one may be considered good to excellent.

Never list the same duty preference more than once to emphasize your wishes. Remember that, if possible, you will receive your first choice. If this is not possible, and your other choices are duplicates of the first, the distributor has nothing more to work with and you could end up almost anywhere. However, make sure your second and other choices are logical to your rating and qualifications.

Details on these and other aspects of Seavey-Shorvey are contained in the "Transfer Manual" (and ALL HANDS, *June 1967).*—ED.

Now They Call It Bathtub Bay

SIR: In reference to your Taffrail Talk in the January 1969 issue, we agree that Commissioned Officer Bill Bissett and his foil-borne bathtub were beautiful. Maybe that's stretching it a little, but both were, at least, a sight to behold.

But we on board USS *Cree* (ATF 84) thought Shipfitter 1st Class Charles Gross looked pretty good in his bathtub, too.

Cree was there as the official escort vessel for the Great Nanaimo-Vancouver Bathtub Race. It was quite a day.

When we found out we were to be the escort vessel for the bathtub race, it seemed only fitting that we bring along an entry.

We found our tub in a San Diego junkyard. It was cast iron, and weighed some 190 lb. (Incidentally, ours was one of the few real bathtubs in the race. Most were fiber glass replicas.)

We then cumshawed a standard Navy raft, rigged a flotation collar around the outside of the tub, put Petty Officer Gross aboard, and launched it. It sank. We hauled it out, dried Gross off, added some more buoyancy, and tried again. This time, she floated. We put an outboard

Ship Reunions

News of reunions of ships and organizations will be carried in this column from time to time. In planning a reunion, best results will be obtained by notifying the Editor, ALL HANDS Magazine, Pers G 15, Arlington Annex, Bureau of Naval Personnel, Navy Department, Washington, D.C. 20370, four months in advance.

• USS *Alkaid* (AK 114)—The 25th anniversary reunion will be held at the Sheraton-Chicago Hotel, Chicago, Ill., on 2 August. For details, contact Bill Demarest, 1805 East Lillian Lane, Arlington Heights, Ill. 60004.

• USS *Callaway* (APA 35)—A reunion will be held August 5, 6, 7 in Buffalo, N. Y. Write Wallace Shipp, 5319 Manning Place, NW, Washington, D. C. 20016 for details.

• USS *Catskill* (LSV 1)—Will hold its reunion in Denver, Colo. during August. For information, contact R. L. Beckius, 7136 Inca Way, Denver, Colo. 80221.

• USS *Hailey* (DD 556)—A reunion of those who served aboard from 1943-45 is being planned for the latter part of July, to be held in St. Louis, Mo. Contact Henry Hummert, 4120 Louis St., St. Louis, Mo. 63116 for details.

• USS *Oklahoma* (BB 37)—A reunion will be held 2, 3, and 4 May at the Shelbourne Hotel, Atlantic City, N. J. Contact Edward H. Lutz, 673 Lindley Rd., Glenside, Pa. 19038.

• USS *Reid* (DD 369)—The 1969 reunion will be held at the Blue Grass Motor Inn, 5500 Northfield Road, Maple Heights (Cleveland) Ohio, 18, 19, 20 July. For details write to Robert T. Sneed, 1537 North 59th St., Milwaukee, Wis. 53208.

• USS *Shea* (DM 30)—A reunion is being scheduled for some time this late summer, time and place to be determined. If interested, and if you served aboard during World War II, contact Eugene F. Kane, 910 Blairs Ferry Road, Marion, Iowa 52302.

• *29th Seabees*—The annual reunion will be held in Cleveland, Ohio, at the Hollandia House on 14, 15, 16 August. Write to 29th Seabee Battalion Committee, 1319 N. Randall Road, Aurora, Ill. 60506.

• *1st Batt. New York Naval Militia, USNR Veteran Association*—The annual reunion will be held 26 April at the CPO Club, USCG, Governors Island, N. Y. For details, write J. J. Peck, Cove Road, Oyster Bay Cove, N. Y. 11771.

• *ATKRON 115*—All those who served with VA 115 during 1963-67 interested in holding a reunion, contact B. J. Watkins, 900 D. Ave., Coronado, Calif. 92118.

FIREMAN, FIREMAN SAVE MY DUCK—CAPT S. L. Corner, halts an E-2B Hawkeye to allow VIPs to cross the taxiway at Norfolk. Mother duck and ducklings to be were adopted by the Naval Air Station's fire department when the firemen noticed that the eggs in a nearby nest were being broken by other birds and turtles. The firemen built a wire cage so that mother duck could hatch her brood. Now the ducks spend their evenings on the bay, but return during the day to visit their friends, the station firemen.

on her stern, and we were ready for the Great Race.

Although we didn't win the 32-mile race, Petty Officer Gross did finish, after only nine hours in, or on, the water as the circumstances warranted. I should point out that, of the 278 entries in the Great Race, ours was one of only 150 that finished.

Just thought you'd like to know the U. S. Navy was there, too.—R. H. Owens, LT, USN, CO, USS *Cree* (ATF 84).

• *Thanks for the interesting sidelight on the Great Bathtub Race. We have only one comment to make: So now you tell us?*—ED.

To Go for LDO or Stay as WO?

SIR: Several of us have questions concerning the status of warrant officers after they accept commisions under the LDO Program.

Your reply will determine whether I and several of my friends will apply for LDO or retain our status as warrant officers.—C. H. A., CWO, USN.

• *For the sake of convenience, we have listed the specific questions in your letter, together with the answers, in our reply. Here they are:*

Q: Will we be appointed to Permanent W-2 if we are selected for the LDO Program?

A: When temporary warrant officers are appointed to LDO (T), they can choose between permanent status as warrant officers or enlisted men. The choice may hinge upon their retirement plans, for permanent warrant and commissioned officers are subject to the Dual Compensation Law.

Enlisted men, on the other hand, are not subject to this act and can, therefore, be on the U.S. government payroll and collect full retired pay, too.

Q: If we accept an LDO appointment, will we progress to W-3 and W-4 as we meet time in grade requirements?

A: You can go before the W-3 and W-4 selection boards as you meet time in grade requirements. Whether or not you advance, is up to you and the Board.

Q: How long must an LDO in grade 0-1 serve before being advanced to 0-2 and from 0-2 to 0-3?

A: One year is required for an O-1 to advance to O-2. Advancement to O-3 takes about two years.

Q: What are the current sea and shore duty lengths for LDOs?

A: They are three years unless the officer is ordered to one of the places listed in change three to BuPers Inst 1300.260, in which case the tour would be either more or less than two years, as indicated in the instruction.

Q: My sea duty termination date and my rotation date coincide this year. If I make LDO, will I still be eligible for a normal tour of shore duty?

A: Yes. The time you served at sea as a warrant officer is creditable as sea duty for LDO rotational purposes.

Q: Are there any schools open to warrant officers such as Aviation Officers' Electronic School?

A: Yes. If you are interested in aviation electronics, advanced courses A-4B-024 and C-4B-11 are open to warrant officers who meet the requirements outlined in NavPers 91769-G.

The courses require 34 and 40 weeks respectively to complete and requests for admission should be submitted through channels so they reach the Bureau of Naval Personnel about six months before the applicant's projected rotation date.

Q: According to my interpretation of BuPers Inst 1811.1B, Article E, I could retire on 22 as an LDO with six years of commisioned service. In doing so, I could revert to permanent warrant officer status yet collect retired pay for the highest rank in which I satisfactorily served regardless of the number of years I served as a commissioned officer.

A: Any warrant officer, including those serving temporarily in a commissioned grade, can apply for retirement after completing 20 years of active service. Authority for this can be found in Item E of Enclosure One to BuPers Inst 1811.1B and policy guidelines for such retirements are outlined in SecNav Inst 1811.3G un-

SMOOTH SAILING—*USS Saint Paul* puts bow into calm waters.

der authority contained in 10 USC 1293.

If you retire as a permanent warrant officer, your retired pay will be based upon whichever will provide the greatest amount of income—your warrant grade or the highest commissioned grade in which you satisfactorily served.—ED.

Officer Retirement

SIR: I was thinking this will be a good year for me, but now I'm not so sure. I'm in line for promotion to CWO-3. Also, I'll have completed 20 years for retirement.

Fine so far, but a snag has developed in my plans to retire six months after I am promoted. I'm told I may not retire unless I serve two years in grade W-3.

What's the rule on this?—R. R. J., CWO-2, USN.

• *Pretty much what you were told.*

Generally, a warrant or commissioned warrant officer who has completed 20 years of active service may be transferred to the retired list — subject to policy guidelines. Present policy requires that a W-3 serve two years in grade before his request for retirement will be approved.

There are other factors — including exceptions to the above — which you probably will want to review. SecNav Inst. 1811.3G is the current directive on Navy retirement policy. Following is a summary of portions which deal with officer retirement; you decide what is relevant to your situation:

First, a regular Navy officer has a guaranteed right to retire after he has completed 40 years of active duty. Any request by an officer for retirement short of 40 years is considered on the basis of service needs and individual merits, subject to policy guidelines.

Retirement normally is approved for an officer, other than flag officer, who has (any one of the following):

• *Completed 30 years of active service.*

• *Been passed over twice for promotion.*

• *Limited assignability because of over-age in grade, deteriorating health, or some other reason beyond his control.*

• *A hardship of a compassionate or unusual financial nature; retirement to alleviate serious personal problems.*

UP AND—*USS Renshaw* (DD 499) battles heavy sea while crossing the Pacific.

• *Reserve status, is eligible for retirement, and is told by competent authority that his continued active service is no longer required.*

• *Previously served in a grade higher than the one in which serving.*

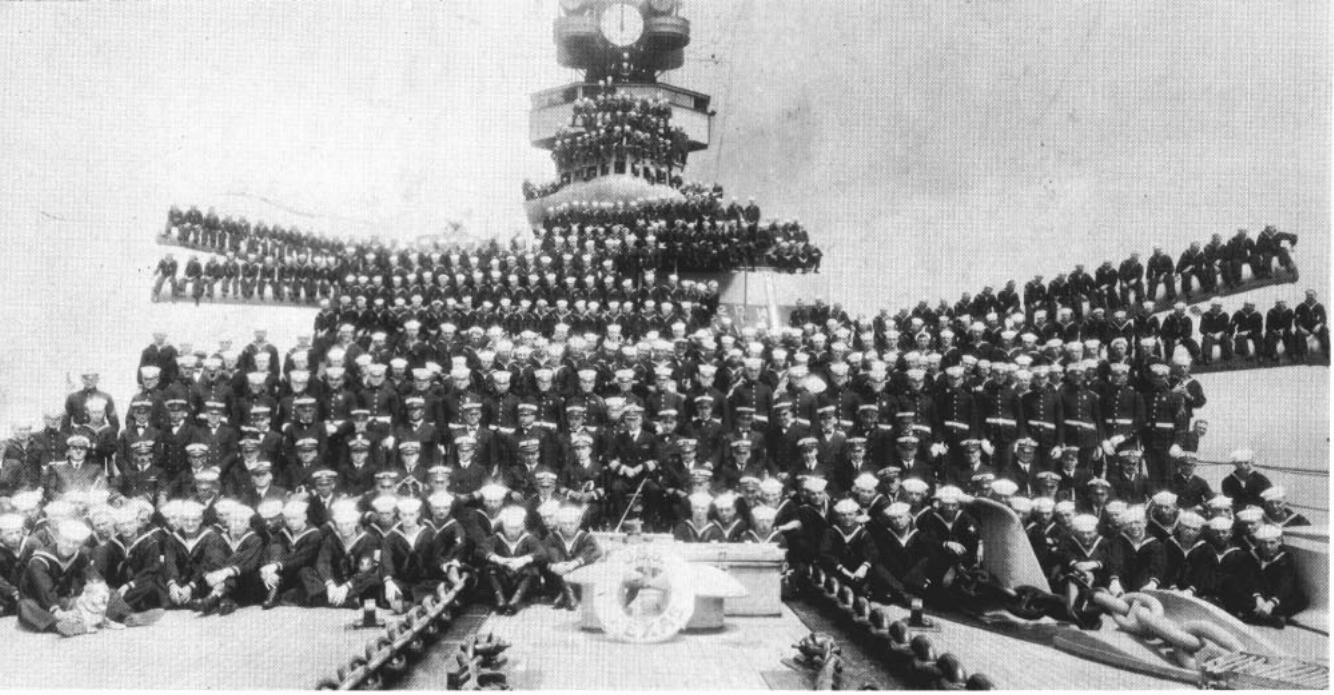
Officers in grades W-3, W-4, O-4, O-5 and O-6, who do not meet any of the above conditions, usually are permitted to retire after two years' active duty in grade. (Exceptions: Captains with designators 14XX, 151X, 153X, 21XX, 31XX, 250X, 220X and 510X, must complete four years in grade.)

Otherwise, requests for retirement are considered on an individual basis with the Secretary of the Navy having the final say on those from officers.

An effective date for retirement later than the date requested may be specified when a delay is necessary to provide orderly relief, or, in some cases, completion of a tour or ordered tour of duty.

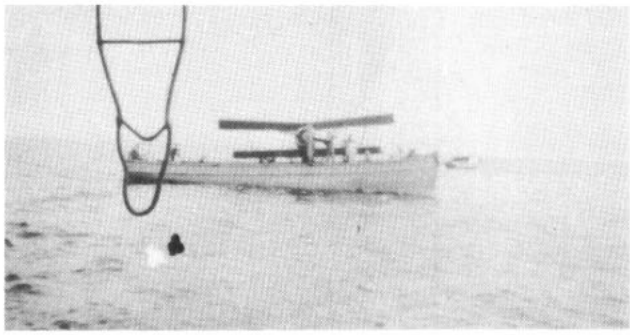
Approval of retirement normally is withheld until you have served at least one year at your latest duty station, or have completed a normal tour if serving outside the continental United States.

Based on the above, it appears you could retire this year as a CWO-2 or, if you accept promotion to CWO-3, two years later.—ED.



Crew of USS Texas pose for group photo about 1919.

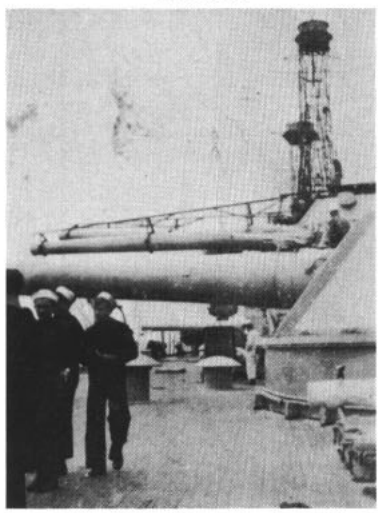
The Eyes of Texas Witnessed Days of Early Naval Aviation



Plane coming back after landing on beach.

Texas crewman poses in 1919.

Frame for takeoff platform on 14-inch guns.



SIR: Your story about Eugene Ely's landing on, and takeoff from, USS *Pennsylvania* (p. 30, October 1968 issue) brought to mind some good old days aboard USS *Texas*. We carried a small biplane which took off from number 2 turret, then had to land ashore and be brought back to the ship by motorboat.

I am enclosing some photographs which depict this operation, and a group photo of the ship's crew. The pilot of the plane is just below the first chief on the left (note wing insignia).

Maybe if you print these pictures, someone else will remember those good old battleship days.—Victor D. Peruta, Chief Shipfitter, USNR (Ret).

• *You might be interested to know that your photos really made the day for the Head, Aviation History Unit. You are his friend for life.*

He asks that we pass the word to you that, as a matter of background interest, Texas *was the first ship of the U. S. Navy to be equipped with a turret platform. He is unable to identify the pilot in your photos, but the record shows that Lieutenant Commander Edward O. McDonnell made the first takeoff from the* Texas *platform in a Sopwith Camel on 9 Mar 1919 at Guantanamo.*

Were any of our readers there?—ED.

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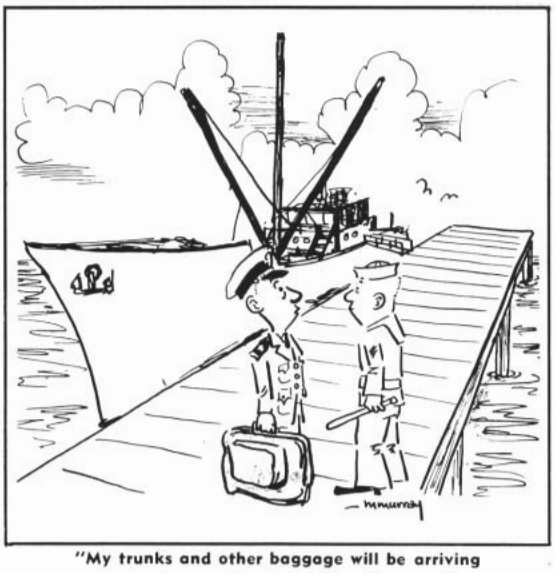
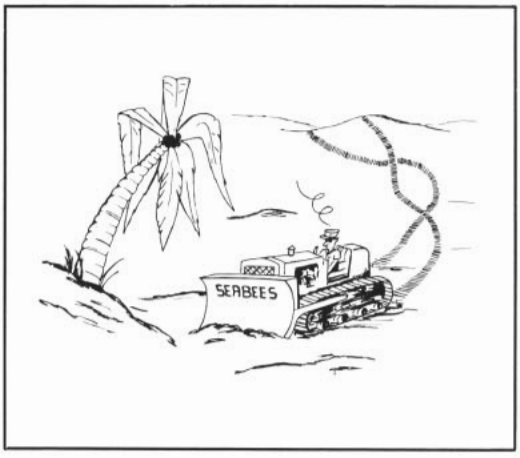
Melville C. Murray, LCDR, USN



"My trunks and other baggage will be arriving by truck sometime later this afternoon."

Walter W. Seppe, LT, DC, USN



LTJG P. McVay, USNR

"Captain, I recommend we come right about 20 degrees to keep from going off the edge of the chart."

Jerry Paul Barker, SN, USN

"Perry, I'm afraid that our understanding of 'anchor's aweigh' is quite different."

Charley Wise, HMCS, USN

"That's what I like about these kits, there's a place for everything and everything in its place."

Jerry Paul Barker, SN, USN

"By the way . . . how did you want your hair cut?"

TAFFRAIL TALK

IT ALL STARTED on a rainy afternoon.

The results open vistas which boggle the mind. At least.

Students at Ellyson are learning painlessly, thoroughly, and with zest. And everyone knows, says Ellyson's "Collective Pitch" from which this account is freely adapted, that Ellyson produces the finest helicopter pilots in the world.

Since the field was socked in that day, the students were doing the next best thing to flying—cracking the books.

But it was tough going. Lieutenant Dave Presnell, who is standardization flight officer, and Lieutenant Commander James Miron, aviation safety officer, viewed the scene sympathetically. They knew how it was. It's difficult to relate the printed, officialese word to meaningful action.

"There ought to be some way . . ." mused LT Presnell.

"Trouble is, it's just a bunch of words to them," agreed LCDR Miron. "There ought to be some way of making them come to life. The words, I mean."

"No way of knowing whether you're right or wrong. No immediate penalty if you're wrong."

"The element of competition is lacking."

"Hmmmmmm. Maybe you've got something there."

The grey, dull afternoon grew more interesting as The Great Idea was born. It took many more afternoons before it began to take real shape.

Not Monopoly exactly, but something along the lines. A bunch of question cards. Use dice. Land on a square. Answer a question like: "What is the proper procedure when radioing for permission to take off?" You're right, go ahead five squares. You're wrong, go back five squares.

And there would be categories. You miss a question on emergency procedures, it would hurt more than if it were one concerning routine stuff. After all, that's life.

But most such games permit only four players at a time. Presnell and Miron worked out one that would accommodate as many as 15 players.

The squadron's skipper liked the idea and gave it his blessing. So did Wilmer Jones, PAO staff artist, who not only gave form to the original concept but added considerable flourishes of his own.

When finally unveiled to the public (read Ellyson students here), the board contained some 75 red, green or white spaces. If a player lands on a red space, he pulls a red card and finds that he's faced with an emergency. Green space, green card, normal procedure. White spaces are free.

Tokens were, of course, toy helicopters. Mrs. Presnell had haunted toy stores, drugstores and the like for weeks, trying to find just the right thing. She finally found them on the base at Ellyson.

Now, there are no more dull, rainy afternoons at Ellyson. The scene is enlivened by students clamoring for their turn at the board.

The name of the game? Wings of Gold, of course.

One final, wistful thought. If only someone would have done the same for journalists a few years ago.

The All Hands Staff

The United States Navy
Guardian of our Country

The United States Navy is responsible for maintaining control of the sea and is a ready force on watch at home and overseas, capable of strong action to preserve the peace or of instant offensive action to win in war.

It is upon the maintenance of this control that our country's great future depends. The United States Navy exists to make it so.

Tradition, valor and victory are the Navy's heritage from the past. To these may be added dedication, discipline and vigilance as the watchwords of the present and future. At home or on distant stations, we serve with pride, confident in the respect of our country, our shipmates, and our families. Our responsibilities sober us; our adversities strengthen us.

Service to God and Country is our special privilege. We serve with honor.

The Navy will always employ new weapons, new techniques and greater power to protect and defend the United States on the sea, under the sea, and in the air.

Now and in the future, control of the sea gives the United States her greatest advantage for the maintenance of peace and for victory in war. Mobility, surprise, dispersal and offensive power are the keynotes of the new Navy. The roots of the Navy lie in a strong belief in the future, in continued dedication to our tasks, and in reflection on our heritage from the past.

Never have our opportunities and our responsibilities been greater.

ALL HANDS The Bureau of Naval Personnel Career Publication, solicits interesting story material and photographs from individuals, ships, stations, squadrons and other sources. All material received is carefully considered for publication.

There's a good story in every job that's being performed, whether it's on a nuclear carrier, a tugboat, in the submarine service or in the Seabees. The man on the scene is best qualified to tell what's going on in his outfit. Stories about routine day-to-day jobs are probably most interesting to the rest of the Fleet. This is the only way everyone can get a look at all the different parts of the Navy.

Articles about new types of unclassified equipment, research projects, all types of Navy assignments and duties, academic and historical subjects, personnel on liberty or during leisure hours, and humorous and interesting feature subjects are all of interest.

Photographs are very important, and should accompany the articles if possible. However, a good story should never be held back for lack of photographs. ALL HANDS prefers clear, well-identified, 8-by-10 glossy prints, but is not restricted to use of this type. All persons in the photographs should be dressed smartly and correctly when in uniform, and be identified by full name and rate or rank when possible. Location and general descriptive information and the name of the photographer should also be given. Photographers should strive for originality, and take action pictures rather than group shots.

ALL HANDS does not use poems (except New Year's day logs), songs, stories on change of command, or editorial type articles. The writer's name and rate or rank should be included on an article. Material timed for a certain date or event should be received preferably eight weeks before the first day of the month preceding the month of intended publication.

Address material to Editor, ALL HANDS, Pers G15, Navy Department, Washington, D.C. 20370.

● AT RIGHT: WATER BOUND—UDT instructor signals trainee to roll off rubber raft during high speed cast-off practice. Timing is essential in order to keep even distribution between swimmers.—Photo by Chief Photographer's Mate Ralph C. Payne, USN

a winning combination

TRAINING AND MOTIVATION